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ABSTRACT

This report presents data from the 1992 Association of Research Libraries (ARL) annual salary survey. Forty-two tables report data on professional salaries and years of experience, including breakdowns for minority librarians; distribution of professional staff by salary and position and by sex and position; the type of institution; and size of professional staff. Tables are organized in five categories: ARL nonuniversity libraries, ARL university libraries, Canadian ARL university libraries, ARL university medical libraries, and ARL university law libraries. An overall summary of the distribution of university librarians and nonuniversity librarians by salary level is also provided, as well as copies of the questionnaires and instructions for the two groups of librarians (i.e., university and nonuniversity). (MES)

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ARL

Annual Salary Survey 1993

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for the
Association of Research Libraries

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Introduction

The *Association of Research Libraries Annual Salary Survey* presents data on the professional staff in ARL's member libraries; salaries and wages for support staff and student assistants are not included. The 1993 *Survey* follows the general format and organization of previous years. Generally, Canadian salaries have been converted into U.S. dollar equivalents at the rate of \$1.2488 Canadian dollars per U.S. dollar.¹ Tables 25 through 28 pertain exclusively to staff in Canadian university libraries, and in these tables all salary data are presented in Canadian dollars.

Table 12 continues to include salaries for staff in law and medical libraries in order to permit a comparison of median and beginning professional salaries for the present year with comparative figures from the past ten years. Data in Table 12 also permit a longitudinal examination of the purchasing power of staff salaries at the beginning and median levels for that time period by comparing changes in salary levels with changes in the Consumer Price Index. Table 3 shows the same information for professional staff in the nonuniversity member libraries.

Data were reported for 8,134 professional staff members in the 108 university member libraries, including the law and medical libraries—78 fewer filled positions than were reported the previous year, a decrease of 1%. The 830 minority staff reported in 95 U.S. member libraries (including law and medical) this year represents a 3% increase from the 802 included in the 1992 report. Note that the minority data comes only from the U.S. university member libraries, as Canadian law prohibits the identification of Canadians by ethnic category. In the tables which follow, the university population is generally treated in three discrete groups—staff in the "general" library system, staff in the law libraries, and staff in the medical libraries. All branch libraries (other than law and medical) whether administratively independent or not, are included in the first category. Historically, only law libraries and medical libraries (the latter limited to human medicine, and excluding dental and public health libraries) have been disaggregated in this report.

Overall, minority staff² make up 11.3% of the professional staff in U.S. ARL member university libraries (including law and medical). 71.1% of these four ethnic groups are women, as compared to the Caucasian majority in all ARL U.S. university libraries, which in this year's *Survey* include 63.7% women. The overall gender balance in 108 Canadian and U.S. member university libraries (including law and medical) is 35% male and 65% female. See Figures 1 and 2 for more detail on ethnic and gender distribution.

Comparison of the salaries of men and women continue to be high on the agenda for many readers. Salary comparisons are frequently requested, and this year the average salary for male directors was 2.7% higher than the average for female directors. As Table 15 demonstrates, average salaries of men usually surpass those of women in the same position. In only nine positions (of the twenty-seven used in the Tables) do average salaries of women exceed those of men. Moreover, the overall average for all positions shows that the average salary for men is 8.5% higher than the average salary for all women. Table 17 provides average years professional experience data for many of the same staffing categories for which salary data is shown in Table 15. Even a cursory inspection of data in Table 17 reveals that

¹ This is the average of the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1, 1992 through June 30, 1993.

² The four minority categories, as defined by OEO regulations, are Black, Hispanic, Asian, and American Indian/Native American.

experience differentials between men and women cannot account for all of the salary differentials evident in Table 15. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts.

Figure 1

**ETHNIC AND GENDER DISTRIBUTION OF PROFESSIONAL STAFF
IN ARL UNIVERSITY LIBRARIES**

United States

	Male	Percent	Female	Percent	Total
Main	2,262	37.1%	3,841	62.9%	6,103
Medical	154	24.0%	488	76.0%	642
Law	178	31.1%	395	68.9%	573
All	2,594	35.4%	4,724	64.6%	7,318
Minority ³	240	28.9%	590	71.1%	830
Non-minority	2,354	36.3%	4,134	63.7%	6,488
All	2,594	35.4%	4,724	64.6%	7,318

Canada

	Male	Percent	Female	Percent	Total
Main	222	31.3%	487	68.7%	709
Medical	12	17.4%	57	82.6%	69
Law	16	42.1%	22	57.9%	38
All	250	30.6%	566	69.4%	816

United States & Canada (Combined)

	Male	Percent	Female	Percent	Total
Main	2,434	36.5%	4,328	63.5%	6,812
Medical	166	23.3%	545	76.7%	711
Law	194	31.8%	417	68.2%	611
All	2,844	35.0%	5,290	65.0%	8,134

³ Includes staff in law and medical libraries.

Minority professional staff continue to be disproportionately distributed across the country. In Figure 2, one can compare the number of minority staff with other staff region by region. These patterns of distribution are relatively stable, and have been for the entire history of ARL data collection experience.

Figure 2

MINORITY PROFESSIONALS BY REGION (U.S.)

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Moun- tain	Pacific	Category	
										Total	%
Category											
Black	24	50	49	16	82	14	13	6	22	276	33.3%
Hispanic	9	15	9	7	24	0	20	20	21	125	15.1%
Asian	43	78	62	18	47	5	17	19	130	418	50.4%
AI/NA ⁴	1	1	2	1	0	0	0	3	2	10	1.2%
Minority Total	77	144	122	42	153	19	50	48	175	830	
Minority Percent	9.3%	17.4%	14.7%	5.1%	18.5%	2.3%	6.0%	5.7%	21.1%	11.3%	
Non-Minority Total	810	1,045	1,093	499	1,039	297	425	435	845	6,488	
Non-Minority Percent	12.5%	16.1%	16.9%	7.7%	16.0%	4.6%	6.5%	6.7%	13.0%	88.7%	
Proportional Minority Representation	-25.6%	7.8%	-12.7%	-34.1%	15.2%	49.9%	-7.7%	-15.5%	62.2%		

Salaries in private U.S. University libraries continue to exceed those paid in the publicly supported libraries. In FY94, the differential is \$2,185, or 5.2% more for the average position in a private institution. Only in the case of heads of documents/maps and circulation, or for the most senior level of reference librarian do average salaries in the public sector exceed those paid in the private university libraries. Size of the library as measured by the number of professional staff is also a significant determinant of salary. In every case listed in Table 23 the highest average salaries are paid by the largest libraries, and in all by six cases the lowest average salaries are paid in the smallest group of libraries. Average salaries for all staff in a size cohort increase by \$382, \$2,357 and \$2,112 respectively as one proceeds from University libraries with the smallest staff to university libraries with the largest staff.

Tables 3 and 12 reveal changes in beginning professional and median salaries as well as changes in the Bureau of Labor's Cost of Living Index (CPI-U) for nonuniversity and university member libraries. Table 12 includes law and medical library staff in order to maintain continuity for the ten year span of time which the tabular data covers. Table 3 reveals that the purchasing power of nonuniversity staff at the median is the same as it was ten years prior, while the typical beginning professional salary has gained 11.6% in purchasing power during the same decade. University library salaries have generally made more progress than salaries in the nonuniversity libraries. The current purchasing power of staff at the median has increased 11.2% and the median beginning professional salary has gained even more—a substantial 12.9% when compared to FY84.

⁴ American Indian/Native American.

Figure 3 displays the salary and experience characteristics of university library staff whose parent institutions employ three step, four step or five step rank structures. Over 70% (5,794) of the 8,134 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems.

Figure 3

**AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE
FOR U.S. AND CANADIAN UNIVERSITY LIBRARY PROFESSIONAL STAFF
IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
(including Staff in Law and Medical Libraries)**

	Three-step		Four-step		Five-step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	\$32,459	9.2 years	\$29,967	5.6 years	\$33,597	7.6 years
Librarian 2	40,312	15.1 years	35,363	12.1 years	36,900	10.8 years
Librarian 3	51,640	20.8 years	42,744	18.0 years	42,792	15.9 years
Librarian 4			54,171	23.1 years	53,040	18.9 years
Librarian 5					63,438	22.6 years
Overall Average	\$42,448	15.7	\$40,994	15.6	\$43,826	14.5
Number of Staff		1,552		2,911		1,331

As with previous numbers in this series, this *Survey* focuses on salary to the exclusion of all other forms of compensation, including fringe benefits. Any conclusions drawn from these data should take into account other factors which may influence salaries but are not apparent from the reported data.

Gordon Fretwell
University of Massachusetts
December 28, 1993

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions in each salary range. Columns headed by % show the percentage of all positions with salaries equal to or more than the beginning of each salary range, for example, in fiscal year 1994, 44% of the librarians in ARL university libraries earned \$42,000 or more, as did 64% of nonuniversity librarians.

Salary Range	University Librarians				Nonuniversity Librarians			
	FY 1993	cum. %	FY 1994	cum. %	FY 1993*	cum. %	FY 1994	cum. %
175,000 - 200,000			1					
150,000 - 174,999	5		4					
140,000 - 149,999	1		3					
130,000 - 139,999	8		12					
120,000 - 129,999	10		7					
110,000 - 119,999	16		21				8	
100,000 - 109,999	33	1	45		41	1	60	2
95,000 - 99,999	32		28		28	2	39	3
90,000 - 94,999	34	2	26	2	42	3	18	3
85,000 - 89,999	19		40		18		60	5
80,000 - 84,999	43		50	3	76	5	88	7
75,000 - 79,999	71	3	74	4	106	7	110	10
70,000 - 74,999	102	5	97	5	139	11	138	13
65,000 - 69,999	152	6	174	7	169	15	170	17
60,000 - 64,999	220	9	236	10	223	20	245	24
55,000 - 59,999	504	15	460	16	206	25	191	28
50,000 - 54,999	664	23	699	24	368	34	430	39
48,000 - 49,999	299	27	293	28	114	37	266	46
46,000 - 47,999	372	31	443	33	301	44	172	50
44,000 - 45,999	368	36	360	38	239	50	262	57
42,000 - 43,999	458	42	510	44	258	56	299	64
40,000 - 41,999	527	48	546	51	249	62	342	72
38,000 - 39,999	513	54	571	58	286	69	175	77
36,000 - 37,999	571	61	562	65	255	75	247	83
34,000 - 35,999	616	69	602	72	245	81	185	88
32,000 - 33,999	590	76	572	79	298	88	151	91
30,000 - 31,999	567	83	520	86	96	90	113	94
29,000 - 29,999	240	86	227	88	56	91	72	96
28,000 - 28,999	271	89	233	91	68	93	34	97
27,000 - 27,999	221	92	198	94	53	94	58	98.3
26,000 - 26,999	189	94	176	96	115	97	28	99.0
25,000 - 25,999	188	96	159	98	15		9	99.2
24,000 - 24,999	123	97.7	83	98.7	19	97.9	13	99.5
23,000 - 23,999	97	98.9	47	99.3	10	98.1	6	99.7
22,000 - 22,999	44	99.5	23	99.6	17	98.5	8	99.9
21,000 - 21,999	24	99.8	17	99.8	43	99.5		
Less than 21,000	20	100.0	14	100.0	19	100.0	6	100.0
Total Positions	8,212		8,133		4,172		4,003	
Median Salary		\$39,265		\$40,224		\$43,486		\$44,949

Canadian salaries converted to U.S. dollars.

* - Staff at the Canada Institute for Scientific and Technical Information not included.

ARL NONUNIVERSITY LIBRARIES

Tables 2-3

**TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES
IN ARL NONUNIVERSITY LIBRARIES**

Institution	Number of Staff	Median Salaries		Beginning Salaries	
		FY 1993	FY 1994	FY 1993	FY 1994
Boston Public Library	186	\$40,439	\$40,491	\$25,765	\$26,538
Canada Institute for Scientific and Technical Information (D)	80	41,585	41,585	25,742	25,742
Center for Research Libraries	24	31,976	32,715	24,000	24,500
Library of Congress	2,778	46,631	49,699	21,906	27,789
Linda Hall Library *	20	35,500	36,775	23,000	23,000
National Agricultural Library	126	42,764	44,327	21,906	27,789
National Library of Canada (D)	211	35,033	36,015	24,746	25,589
National Library of Medicine	179	44,589	48,438	21,906	27,789
New York Public Library *	262	32,835	35,582	26,280	26,806
New York State Library	77	40,157	41,763	25,927	26,964
Smithsonian Library	60	41,451	44,998	21,906	27,789

* - See Footnotes, pages 85-87.

D - Canadian salaries expressed in U.S. dollars.

TABLE 3: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous ten years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1994	11	4,003	\$44,949	\$26,806	145.0	161.8	144.4	145.0
1993	11	4,172	43,876	23,500	141.5	141.9	140.2	140.8
1992	11	2,906	42,455	23,500	137.0	141.9	136.2	136.7
1991	12	1,363	36,013	20,800	116.2	125.6	130.7	131.2
1990	11	3,767	40,106	20,195	129.4	121.9	124.0	124.5
1989	11	3781	37,544	19,100	121.1	115.3	118.3	118.8
1988	11	3,765	36,250	18,405	116.9	111.1	113.6	114.1
1987	10	2,790	33,020	17,912	106.5	108.1	109.6	110.0
1986	12	3,874	33,720	17,308	108.8	104.5	107.6	108.0
1985	11	3,840	33,863	16,500	109.2	99.6	103.9	104.3
1984	11	3,411	31,000	16,566	100.0	100.0	99.6	100.0

Canadian salaries converted to U.S. dollars.

* - Includes law and medical salaries.

** - Beginning Professional Salary.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

FISCAL YEAR 1994

Institution	Filled Pos.		Average Salaries		Median Salaries		Beginning Salaries		Average Years Experience
	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1994	
Alabama	49	\$31,289	\$32,169	\$30,627	\$28,877	\$21,500	\$21,500		11.6
Alberta (D)	64	45,255	46,219	45,054	45,646	26,980	26,980		17.4
Arizona *	58	33,785	36,901	32,351	36,000	28,000	28,000		12.4
Arizona State	88	35,139	36,245	34,448	35,000	23,500	23,000		14.6
Auburn *	50	32,006	37,430	31,200	36,180	25,000	28,700		13.4
Boston University	40	34,686	36,568	33,320	35,578	23,900	24,825		17.2
Brigham Young	90	36,304	38,888	34,069	35,934	22,500	24,000		16.9
British Columbia (D) *	79	47,460	47,855	46,547	46,603	27,263	27,263		18.8
Brown *	61	39,628	41,056	36,256	38,438	25,300	26,050		16.0
California, Berkeley *	102	49,937	51,018	50,496	50,496	28,668	28,668		18.8
California, Davis *	44	51,906	53,928	50,496	50,496	28,668	28,668		19.7
California, Irvine *	39	50,414	51,239	50,496	53,856	28,668	28,668		16.8
California, Los Angeles *	111	53,643	52,826	53,856	53,856	28,668	28,668		16.6
California, Riverside *	33	45,986	47,616	43,992	47,124	28,668	28,668		16.3
California, San Diego *	68	49,709	50,561	50,496	50,496	28,668	28,668		17.4
California, Santa Barbara *	46	49,540	49,523	50,496	50,496	28,668	28,668		15.1
Case Western Reserve *	28	35,007	33,794	31,155	31,601	22,250	22,820		12.9
Chicago	73	42,789	44,746	40,640	41,627	27,700	28,530		14.0
Cincinnati *	49	41,718	42,167	42,612	43,494	21,500	21,930		19.2
Colorado	54	37,334	35,913	35,860	35,126	25,500	25,500		13.2
Colorado State	40	38,871	39,272	37,650	37,100	25,000	26,000		17.6
Columbia	97	47,253	47,448	45,000	46,145	30,000	30,600		14.3
Connecticut	52	50,114	52,083	49,690	52,119	28,900	29,478		17.8
Cornell *	127	38,919	40,068	36,480	37,135	24,200	25,000		13.9
Dartmouth	43	44,095	45,244	43,133	43,868	25,000	26,000		14.6
Delaware *	47	39,465	41,733	39,193	41,343	25,403	26,165		11.3
Duke *	75	42,023	44,312	40,000	41,800	26,250	27,300		15.5
Emory *	52	37,880	39,134	36,900	37,650	23,000	24,000		14.6
Florida	76	33,760	34,329	30,304	31,827	25,000	24,000		16.4
Florida State *	39	32,593	33,695	30,115	31,311	22,000	22,000		17.9

r - Figures revised from 1992 Survey.

* - See Footnotes, pages 85-87.

D - Canadian salaries are expressed in U.S. dollars. See Table 25 for Canadian dollar figures.

Directors are included in figures for average experience and filled position, but *not* in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

FISCAL YEAR 1994

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Experience
		FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994
Georgetown *	35	\$37,724	\$39,772	\$33,653	\$37,691	\$27,400	\$29,000	15.5
Georgia	72	33,761	33,854	32,424	32,202	22,800	23,200	12.5
Georgia Tech	38	33,826	35,076	29,600	31,200	24,000	24,000	13.5
Guelph (D)	26	44,767	47,315	49,385	50,460	25,841	25,841	17.3
Harvard *	314	46,162	46,563	43,344	43,253	27,400	29,376	13.1
Hawaii	63	50,213	50,107	49,296	49,296	33,312	33,312	19.4
Houston *	45	33,658	34,761	31,297	32,236	26,000	26,000	13.3
Howard	41	37,711	39,410	35,268	36,777	24,833	25,826	16.1
Illinois, Chicago *	44	39,618	39,544	38,259	38,944	24,500	25,500	14.2
Illinois, Urbana	42	37,294	42,257	33,836	40,225	23,500	25,500	17.7
Indiana *	97	40,832	42,346	40,210	40,576	25,375	26,135	15.2
Iowa	69	40,653	42,123	39,877	41,074	23,555	26,000	16.8
Iowa State	43	41,868	42,652	39,390	40,129	26,000	28,000	14.6
Johns Hopkins *	49	40,143	38,867	38,078	39,155	23,480	24,184	16.0
Kansas *	73	32,326	32,910	31,932	32,508	22,000	22,500	14.9
Kent State	50	39,297	40,510	35,171	36,402	24,445	24,445	14.4
Kentucky *	61	36,743	37,225	34,297	35,371	23,500	25,000	11.8
Laval (D)	70	45,754	47,355	45,438	47,060	26,049	26,978	20.1
Louisiana State	40	33,864	35,605	32,850	34,325	24,000	24,000	15.8
McGill (D)	65	44,862	46,052	42,643	44,625	25,420	25,865	15.7
McMaster (D)	29	45,348	45,609	44,182	44,620	24,805	26,238	18.2
Manitoba (D)	44	43,994	45,070	44,642	45,259	20,668	21,702	17.8
Maryland	77	38,265	39,173	34,500	36,075	22,177	22,177	17.2
Massachusetts	51	43,870	48,985	43,558	50,740	23,000	26,105	20.8
MIT	70	40,363	41,471	37,450	38,100	25,000	26,000	13.6
Miami	43	35,688	37,727	35,500	36,800	24,000	24,000	18.5
Michigan *	89	41,184	43,261	38,741	39,622	26,000	27,000	16.6
Michigan State	73	39,165	39,099	36,200	36,200	25,500	25,500	14.9
Minnesota	105	42,269	41,036	39,571	38,525	23,508	23,508	19.2
Missouri	34	32,321	33,831	30,785	31,732	22,500	22,800	15.6

r - Figures revised from 1992 Survey.

* - See Footnotes, pages 85-87.

D - Canadian salaries are expressed in U.S. dollars. See Table 25 for Canadian dollar figures.

Directors are included in figures for average experience and filled position, but *not* in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

FISCAL YEAR 1994

Institution	Filled Pos.		Average Salaries		Median Salaries		Beginning Salaries		Average Years Experience
	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1994	
Nebraska *	44	\$39,502	\$38,336	\$37,550	\$35,475	\$24,000	\$24,300		14.0
New Mexico *	42	38,207	40,020	37,518	39,386	26,500	29,500		16.1
New York University	51	43,151	47,325	38,850	41,912	30,000	30,000		13.1
North Carolina *	77	33,978	36,484	32,650	34,900	22,500	25,000		15.4
North Carolina State	50	37,634	39,845	36,255	39,190	25,250	27,000		16.3
Northwestern *	77	39,835	40,895	35,860	37,273	24,500	25,000		15.5
Notre Dame	35	37,908	39,538	36,950	38,300	27,000	29,000		16.0
Ohio State *	99	37,164	38,346	35,352	36,342	24,000	24,504		15.1
Oklahoma	32	35,767	36,105	34,666	34,666	27,000	27,000		11.5
Oklahoma State *	44	31,042	32,075	27,672	28,428	23,595	24,000		13.4
Oregon	49	35,906	38,737	34,247	35,637	22,500	25,000		13.8
Pennsylvania	78	39,991	41,459	37,350	38,775	25,300	26,200		17.4
Pennsylvania State	90	40,083	42,721	38,052	39,600	26,000	28,500		15.3
Pittsburgh* *	60	37,341	37,113	34,493	34,368	22,000	25,000		12.6
Princeton	121	43,870	45,380	40,300	41,850	30,200	30,200		15.5
Purdue	53	37,117	37,425	35,800	37,075	22,000	23,000		15.5
Queen's (D)	34	38,838	40,479	36,707	37,506	24,780	24,780		16.1
Rice	54	35,732	37,508	34,700	36,000	25,000	25,000		12.4
Rochester *	55	33,340	33,968	30,563	30,988	21,000	21,000		16.2
Rutgers *	102	52,841	54,261	51,698	54,775	29,334	29,334		16.0
Saskatchewan	31	41,071	44,062	41,080	43,800	23,171	23,171		17.3
South Carolina	50	34,396	34,731	31,737	32,704	24,000	24,000		15.6
Southern California *	71	43,907	46,638	40,342	42,162	30,300	30,300		18.0
Southern Illinois *	36	39,414	40,856	38,040	38,436	28,000	28,000		19.3
Stanford	105	51,259	53,339	48,172	49,471	32,500	33,600		19.8
SUNY Albany	47	37,866	39,316	38,348	38,849	23,400	24,336		16.3
SUNY Buffalo	65	41,888	42,493	38,840	39,408	23,400	24,336		14.5
SUNY Stony Brook *	41	44,775	47,354	44,730	46,800	26,500	27,500		16.2
Syracuse	42	35,957	35,958	35,035	35,053	23,500	24,500		15.4
Temple *	50	37,631	39,184	36,208	38,422	24,500	25,000		16.3

r - Figures revised from 1992 Survey.

* - See Footnotes, pages 85-87.

D - Canadian salaries are expressed in U.S. dollars. See Table 25 for Canadian dollar figures.

Directors are included in figures for average experience and filled position, but *not* in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

FISCAL YEAR 1994

Institution	Filled Pos.		Average Salaries		Median Salaries		Beginning Salaries		Experience
	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1994	
Tennessee	47	\$35,517	\$39,596	\$32,586	\$37,583	\$25,000	\$25,000		15.4
Texas *	98	37,004	37,369	34,505	35,010	24,000	25,000		18.4
Texas A&M *	51	34,107	38,081	33,253	36,392	22,000	22,000		13.6
Toronto (D) *	144	49,367	50,172	51,887	53,133	25,224	26,505		18.6
Tulane *	32	33,286	33,645	31,500	32,252	24,000	24,500		13.2
Utah	47	33,886	34,573	29,850	32,450	23,000	23,000		12.9
Vanderbilt	59	35,799	38,042	34,534	36,950	24,000	25,000		15.2
Virginia	66	35,284	38,334	32,255	35,500	24,000	26,000		17.2
Virginia Tech	40	35,862	36,836	33,333	36,500	24,500	24,500		14.1
Washington	112	37,934	39,075	35,730	36,564	24,500	25,000		16.2
Washington State	45	36,254	38,021	36,312	38,124	23,000	23,500		15.5
Washington University	50	36,137	37,126	34,418	35,622	23,500	24,500		13.9
Waterloo (D)	45	43,571	43,743	42,826	43,434	25,169	25,928		16.5
Wayne State *	63	40,304	40,550	37,508	36,711	29,000	30,000		12.0
Western Ontario (D) *	35	44,145	44,145	44,789	44,789	30,181	30,181		18.5
Wisconsin	106	39,778	40,157	38,143	38,943	25,076	25,452		15.9
Yale *	114	48,237	49,745	45,675	46,345	30,000	30,900		16.1
York (D)	43	50,038	49,170	53,301	53,164	29,618	29,618		19.3

r - Figures revised from 1992 Survey.

* - See Footnotes, pages 85-87.

D - Canadian salaries are expressed in U.S. dollars. See Table 25 for Canadian dollar figures.

Directors are included in figures for average experience and filled position, but *not* in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1 - 30,000 and over	6 - 25,000-25,999
2 - 29,000-29,999	7 - 24,000-24,999
3 - 28,000-28,999	8 - 23,000-23,999
4 - 27,000-27,999	9 - 22,000-22,999
5 - 26,000-26,999	10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Hawaii	\$33,312		49	Tennessee	\$25,000
	2	Stanford	32,500				
	3	Southern California	30,300	7	56	Howard	24,833
	4	Princeton	30,200		57	McMaster	24,805
	5	Western Ontario	30,181		58	Queen's	24,780
	6	Columbia	30,000		59	Illinois, Chicago	24,500
	6	New York University	30,000		59	Northwestern	24,500
	6	Yale	30,000		59	Temple	24,500
					59	Virginia Tech	24,500
2	9	York	29,618		59	Washington	24,500
	10	Rutgers	29,334		64	Kent State	24,445
	11	Wayne State	29,000		65	Cornell	24,200
					66	Georgia Tech	24,000
3	12	Connecticut	28,900		66	Louisiana State	24,000
	13	California Berkeley	28,668		66	Miami	24,000
	13	California, Davis	28,668		66	Nebraska	24,000
	13	California, Irvine	28,668		66	Ohio State	24,000
	13	California, Los Angeles	28,668		66	South Carolina	24,000
	13	California, Riverside	28,668		66	Texas	24,000
	13	California, San Diego	28,668		66	Tulane	24,000
	13	California, Santa Barbara	28,668		66	Vanderbilt	24,000
	20	Arizona	28,000		66	Virginia	24,000
	20	Southern Illinois	28,000				
				8	76	Boston University	23,900
4	22	Chicago	27,700		77	Oklahoma State	23,595
	23	Georgetown	27,400		78	Iowa	23,555
	23	Harvard	27,400		79	Minnesota	23,508
	25	British Columbia	27,263		80	Arizona State	23,500
	26	Notre Dame	27,000		80	Illinois, Urbana	23,500
	26	Oklahoma	27,000		80	Kentucky	23,500
					80	Syracuse	23,500
5	28	Alberta	26,980		80	Washington University	23,500
	29	New Mexico	26,500		85	Johns Hopkins	23,480
	29	SUNY Stony Brook	26,500		86	SUNY Albany	23,400
	31	Duke	26,250		86	SUNY Buffalo	23,400
	32	Laval	26,049		88	Saskatchewan	23,171
	33	Houston	26,000		89	Emory	23,000
	33	Iowa State	26,000		89	Massachusetts	23,000
	33	Michigan	26,000		89	Utah	23,000
	33	Pennsylvania State	26,000		89	Washington State	23,000
6	37	Guelph	25,841	9	93	Georgia	22,800
	38	Colorado	25,500		94	Brigham Young	22,500
	38	Michigan State	25,500		94	Missouri	22,500
	40	McGill	25,420		94	North Carolina	22,500
	41	Delaware	25,403		94	Oregon	22,500
	42	Indiana	25,375		98	Case Western Reserve	22,250
	43	Brown	25,300		99	Maryland	22,177
	43	Pennsylvania	25,300		100	Florida State	22,000
	45	North Carolina State	25,250		100	Kansas	22,000
	46	Toronto	25,224		100	Pittsburgh	22,000
	47	Waterloo	25,169		100	Purdue	22,000
	48	Wisconsin	25,076		100	Texas A&M	22,000
	49	Auburn	25,000				
	49	Colorado State	25,000	10	105	Alabama	21,500
	49	Dartmouth	25,000		105	Cincinnati	21,500
	49	Florida	25,000		107	Rochester	21,000
	49	MIT	25,000		108	Manitoba	20,668
	49	Rice	25,000				

All Canadian salaries and some U.S. salaries revised from 1992 Survey figures; Canadian salaries expressed in U.S. dollars. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	6 - 25,000-25,999
2 - 29,000-29,999	7 - 24,000-24,999
3 - 28,000-28,999	8 - 23,000-23,999
4 - 27,000-27,999	9 - 22,000-22,999
5 - 26,000-26,999	10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Stanford	\$33,600	55	Colorado	\$25,500	
	2	Hawaii	33,312	55	Illinois, Chicago	25,500	
	3	Yale	30,900	55	Illinois, Urbana	25,500	
	4	Columbia	30,600	55	Michigan State	25,500	
	5	Southern California	30,300	59	Wisconsin	25,452	
	6	Princeton	30,200	60	Cornell	25,000	
	7	Western Ontario	30,181	60	Kentucky	25,000	
	8	New York University	30,000	60	North Carolina	25,000	
	8	Wayne State	30,000	60	Northwestern	25,000	
				60	Oregon	25,000	
2	10	York	29,618	60	Pittsburgh	25,000	
	11	New Mexico	29,500	60	Rice	25,000	
	12	Connecticut	29,478	60	Temple	25,000	
	13	Harvard	29,376	60	Tennessee	25,000	
	14	Rutgers	29,334	60	Texas	25,000	
	15	Georgetown	29,000	60	Vanderbilt	25,000	
	15	Notre Dame	29,000	60	Washington	25,000	
3	17	Auburn	28,700	72	Boston University	24,825	
	18	California, Berkeley	28,668	73	Queen's	24,780	
	18	California, Davis	28,668	74	Ohio State	24,504	
	18	California, Irvine	28,668	75	Syracuse	24,500	
	18	California, Los Angeles	28,668	75	Tulane	24,500	
	18	California, Riverside	28,668	75	Virginia Tech	24,500	
	18	California, San Diego	28,668	75	Washington University	24,500	
	18	California, Santa Barbara	28,668	79	Kent State	24,445	
	25	Chicago	28,530	80	SUNY Albany	24,336	
	26	Pennsylvania State	28,500	80	SUNY Buffalo	24,336	
	27	Arizona	28,000	82	Nebraska	24,300	
	27	Iowa State	28,000	83	Johns Hopkins	24,184	
	27	Southern Illinois	28,000	84	Brigham Young	24,000	
4	30	SUNY Stony Brook	27,500	84	Emory	24,000	
	31	Duke	27,300	84	Florida	24,000	
	32	British Columbia	27,263	84	Georgia Tech	24,000	
	33	Michigan	27,000	84	Louisiana State	24,000	
	33	North Carolina State	27,000	84	Miami	24,000	
	33	Oklahoma	27,000	84	Oklahoma State	24,000	
5	36	Alberta	26,980	84	South Carolina	24,000	
	37	Laval	26,978	92	Minnesota	23,508	
	38	Toronto	26,505	93	Washington State	23,500	
	39	McMaster	26,238	94	Georgia	23,200	
	40	Pennsylvania	26,200	95	Saskatchewan	23,171	
	41	Delaware	26,165	96	Arizona State	23,000	
	42	Indiana	26,135	96	Purdue	23,000	
	43	Massachusetts	26,105	96	Utah	23,000	
	44	Brown	26,050	99	Case Western Reserve	22,820	
	45	Colorado State	26,000	100	Missouri	22,800	
	45	Dartmouth	26,000	101	Kansas	22,500	
	45	Houston	26,000	102	Maryland	22,177	
	45	Iowa	26,000	103	Florida State	22,000	
	45	MIT	26,000	103	Texas A&M	22,000	
	45	Virginia	26,000	105	Cincinnati	21,930	
6	51	Waterloo	25,928	106	Manitoba	21,702	
	52	McGill	25,865	107	Alabama	21,500	
	53	Guelph	25,841	108	Rochester	21,000	
	54	Howard	25,826				

Canadian salaries expressed in U.S. dollars.

Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 50,000 and over	6 - 36,000-37,999
2 - 47,000-49,999	7 - 34,000-35,999
3 - 44,000-46,999	8 - 32,000-33,999
4 - 41,000-43,999	9 - 30,000-31,999
5 - 38,000-40,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Los Angeles	\$53,856	55	55	Notre Dame	\$36,950
	2	York	53,301		56	Emory	36,900
	3	Toronto	51,887		57	Queen's	36,707
	4	Rutgers	51,698		58	Cornell	36,480
	5	California, Berkeley	50,496		59	Washington State	36,312
	5	California, Davis	50,496		60	Brown	36,256
	5	California, Irvine	50,496		61	North Carolina State	36,255
	5	California, San Diego	50,496		62	Temple	36,208
	5	California, Santa Barbara	50,496		63	Michigan State	36,200
2	10	Connecticut	49,690	7	64	Colorado	35,860
	11	Guelph	49,385		64	Northwestern	35,860
	12	Hawaii	49,296		66	Purdue	35,800
	13	Stanford	48,172		67	Washington	35,730
3	14	British Columbia	46,547		68	Miami	35,500
	15	Yale	45,675		69	Ohio State	35,352
	16	Laval	45,438		70	Howard	35,268
	17	Alberta	45,054		71	Kent State	35,171
	18	Columbia	45,000		72	Syracuse	35,035
	19	Western Ontario	44,789		73	Rice	34,700
	20	SUNY Stony Brook	44,730		74	Oklahoma	34,666
	21	Manitoba	44,642		75	Vanderbilt	34,534
	22	McMaster	44,182		76	Texas	34,505
					77	Maryland	34,500
4	23	California, Riverside	43,992		78	Pittsburgh	34,493
	24	Massachusetts	43,558		79	Arizona State	34,448
	25	Harvard	43,344		80	Washington University	34,418
	26	Dartmouth	43,133		81	Kentucky	34,297
	27	Waterloo	42,826		82	Oregon	34,247
	28	McGill	42,643		83	Brigham Young	34,069
	29	Cincinnati	42,612	8	84	Illinois, Urbana	33,836
	30	Saskatchewan	41,080		85	Georgetown	33,653
5	31	Chicago	40,640		86	Virginia Tech	33,333
	32	Southern California	40,342		87	Boston University	33,320
	33	Princeton	40,300		88	Texas A&M	33,253
	34	Indiana	40,210		89	Louisiana State	32,850
	35	Duke	40,000		90	North Carolina	32,650
	36	Iowa	39,877		91	Tennessee	32,586
	37	Minnesota	39,571		92	Georgia	32,424
	38	Iowa State	39,390		93	Arizona	32,351
	39	Delaware	39,193		94	Virginia	32,255
	40	New York University	38,850	9	95	Kansas	31,932
6	41	SUNY Buffalo	38,840		96	South Carolina	31,737
	42	Michigan	38,741		97	Tulane	31,500
	43	SUNY Albany	38,348		98	Houston	31,297
	44	Illinois, Chicago	38,259		99	Auburn	31,200
	45	Wisconsin	38,143		100	Case Western Reserve	31,155
	46	Johns Hopkins	38,078		101	Missouri	30,785
	47	Pennsylvania State	38,052		102	Alabama	30,627
	48	Southern Illinois	38,040		103	Rochester	30,563
	49	Colorado State	37,650		104	Florida	30,304
	50	Nebraska	37,550		105	Florida State	30,115
6	51	New Mexico	37,518	10	106	Utah	29,850
	52	Wayne State	37,508		107	Georgia Tech	29,600
	53	MIT	37,450		108	Oklahoma State	27,672
	54	Pennsylvania	37,350				

All Canadian salaries and some U.S. salaries revised from 1992 Survey figures; Canadian salaries expressed in U.S. dollars. Salaries of directors are not included in the calculation of median salaries. See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 36,000-38,999
2 - 48,000-50,999	7 - 34,000-35,999
3 - 45,000-47,999	8 - 32,000-33,999
4 - 42,000-44,999	9 - 30,000-31,999
5 - 39,000-41,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
	1	Rutgers	\$54,775		55	Notre Dame	\$38,300
	2	California, Irvine	53,856		56	Washington State	38,124
	2	California, Los Angeles	53,856		57	MIT	38,100
	4	York	53,164		58	Georgetown	37,691
	5	Toronto	53,133		59	Emory	37,650
	6	Connecticut	52,119		60	Tennessee	37,583
					61	Queen's	37,506
2	7	Massachusetts	50,740		62	Northwestern	37,273
	8	California, Berkeley	50,496		63	Cornell	37,135
	8	California, Davis	50,496		64	Colorado State	37,100
	8	California, San Diego	50,496		65	Purdue	37,075
	8	California, Santa Barbara	50,496		66	Vanderbilt	36,950
	12	Guelph	50,460		67	Miami	36,800
	13	Stanford	49,471		68	Howard	36,777
	14	Hawaii	49,296		69	Wayne State	36,711
					70	Washington	36,564
3	15	California, Riverside	47,124		71	Virginia Tech	36,500
	16	Laval	47,060		72	Kent State	36,402
	17	SUNY Stony Brook	46,800		73	Texas A&M	36,392
	18	British Columbia	46,603		74	Ohio State	36,342
	19	Yale	46,345		75	Michigan State	36,200
	20	Columbia	46,145		76	Auburn	36,180
	21	Alberta	45,646		77	Maryland	36,075
	22	Manitoba	45,259		78	Arizona	36,000
					78	Rice	36,000
4	23	Western Ontario	44,789				
	24	McGill	44,625				
	25	McMaster	44,620	7	80	Brigham Young	35,934
	26	Dartmouth	43,868		81	Oregon	35,637
	27	Saskatchewan	43,800		82	Washington University	35,622
	28	Cincinnati	43,494		83	Boston University	35,578
	29	Waterloo	43,434		84	Virginia	35,500
	30	Harvard	43,253		85	Nebraska	35,475
	31	Southern California	42,162		86	Kentucky	35,371
					87	Colorado	35,126
					88	Syracuse	35,053
5	32	New York University	41,912		89	Texas	35,010
	33	Princeton	41,850		90	Arizona State	35,000
	34	Duke	41,800		91	North Carolina	34,900
	35	Chicago	41,627		92	Oklahoma	34,666
	36	Delaware	41,343		93	Pittsburgh	34,368
	37	Iowa	41,074		94	Louisiana State	34,325
	38	Indiana	40,576				
	39	Illinois, Urbana	40,225				
	40	Iowa State	40,129	8	95	South Carolina	32,704
	41	Michigan	39,622		96	Kansas	32,508
	42	Pennsylvania State	39,600		97	Utah	32,450
	43	SUNY Buffalo	39,408		98	Tulane	32,252
	44	New Mexico	39,386		99	Houston	32,236
	45	North Carolina State	39,190		100	Georgia	32,202
	46	Johns Hopkins	39,155	9	101	Florida	31,827
					102	Missouri	31,732
6	47	Illinois, Chicago	38,944		103	Case Western Reserve	31,601
	48	Wisconsin	38,943		104	Florida State	31,311
	49	SUNY Albany	38,849		105	Georgia Tech	31,200
	50	Pennsylvania	38,775		106	Rochester	30,988
	51	Minnesota	38,525				
	52	Brown	38,438	10	107	Alabama	28,877
	53	Southern Illinois	38,436		108	Oklahoma State	28,428
	54	Temple	38,422				

Canadian salaries expressed in U.S. dollars.
 Salaries of directors are not included in the calculation of median salaries.
 See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1993

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

- | | |
|-------------------|-------------------|
| 1 - Over 51,000 | 6 - 37,000-38,999 |
| 2 - 48,000-50,000 | 7 - 35,000-36,999 |
| 3 - 45,000-47,999 | 8 - 33,000-34,999 |
| 4 - 42,000-44,999 | 9 - below 33,000 |
| 5 - 39,000-41,999 | |

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Los Angeles	\$53,643	6	55	Michigan State	\$39,165
	2	Rutgers	52,841		56	Cornell	38,919
	3	California, Davis	51,906		57	Colorado State	38,871
	4	Stanford	51,259		58	Queen's	38,838
2	5	California, Irvine	50,414	7	59	Maryland	38,265
	6	Hawaii	50,213		60	New Mexico	38,207
	7	Connecticut	50,114		61	Washington	37,934
	8	York	50,038		62	Notre Dame	37,908
	9	California, Berkeley	49,937		63	Emory	37,880
	10	California, San Diego	49,709		64	SUNY Albany	37,866
	11	California, Santa Barbara	49,540		65	Georgetown	37,724
	12	Toronto	49,367		66	Howard	37,711
	13	Yale	48,237		67	North Carolina State	37,634
3	14	British Columbia	47,460		68	Temple	37,631
	15	Columbia	47,253		69	Pittsburgh	37,341
	16	Harvard	46,162		70	Colorado	37,334
	17	California, Riverside	45,986		71	Illinois, Urbana	37,294
	18	Laval	45,754		72	Ohio State	37,164
	19	McMaster	45,348		73	Purdue	37,117
	20	Alberta	45,255		74	Texas	37,004
4	21	McGill	44,862	8	75	Kentucky	36,743
	22	SUNY Stony Brook	44,775		76	Brigham Young	36,304
	23	Guelph	44,767		77	Washington State	36,254
	24	Western Ontario	44,145		78	Washington University	36,137
	25	Dartmouth	44,095		79	Syracuse	35,957
	26	Manitoba	43,994		80	Oregon	35,906
	27	Southern California	43,907		81	Virginia Tech	35,862
	28	Massachusetts	43,870		82	Vanderbilt	35,799
	29	Princeton	43,870		83	Oklahoma	35,767
	30	Waterloo	43,571		84	Rice	35,732
	31	New York University	43,151		85	Miami	35,688
	32	Chicago	42,789		86	Tennessee	35,517
	33	Minnesota	42,269		87	Virginia	35,284
	34	Duke	42,023		88	Arizona State	35,139
5	35	SUNY Buffalo	41,888		89	Case Western Reserve	35,007
	36	Iowa State	41,868	9	90	Boston University	34,686
	37	Cincinnati	41,718		91	South Carolina	34,396
	38	Michigan	41,184		92	Texas A&M	34,107
	39	Saskatchewan	41,071		93	North Carolina	33,978
	40	Indiana	40,832		94	Utah	33,886
	41	Iowa	40,653		95	Louisiana State	33,864
	42	MIT	40,363		96	Georgia Tech	33,826
	43	Wayne State	40,304		97	Arizona	33,785
	44	Johns Hopkins	40,143		98	Georgia	33,761
	45	Pennsylvania State	40,083		99	Florida	33,760
	46	Pennsylvania	39,991		100	Houston	33,658
	47	Northwestern	39,835		101	Rochester	33,340
	48	Wisconsin	39,778		102	Tulane	33,286
	49	Brown	39,628	10	103	Florida State	32,593
	50	Illinois, Chicago	39,618		104	Kansas	32,326
	51	Nebraska	39,502		105	Missouri	32,321
	52	Delaware	39,465		106	Auburn	32,006
	53	Southern Illinois	39,414		107	Alabama	31,289
	54	Kent State	39,297		108	Oklahoma State	31,042

All Canadian salaries and some U.S. salaries revised from 1992 Survey figures; Canadian salaries expressed in U.S. dollars. Salaries of directors are not included in the calculation of average salaries. See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 39,000-40,999
2 - 48,000-50,999	7 - 37,000-38,999
3 - 45,000-47,999	8 - 35,000-36,999
4 - 43,000-44,999	9 - 33,000-34,999
5 - 41,000-42,999	10 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	\$54,261	54	Cornell	\$40,068	
	2	California, Davis	53,928	55	New Mexico	40,020	
	3	Stanford	53,339	56	North Carolina State	39,845	
	4	California, Los Angeles	52,826	57	Georgetown	39,772	
	5	Connecticut	52,083	58	Tennessee	39,596	
	6	California, Irvine	51,239	59	Illinois, Chicago	39,544	
	7	California, Berkeley	51,018	60	Notre Dame	39,538	
2	8	California, San Diego	50,561	61	Howard	39,410	
	9	Toronto	50,172	62	SUNY Albany	39,316	
	10	Hawaii	50,107	63	Colorado State	39,272	
	11	Yale	49,745	64	Temple	39,184	
	12	California, Santa Barbara	49,523	65	Maryland	39,173	
	13	York	49,170	66	Emory	39,134	
	14	Massachusetts	48,985	67	Michigan State	39,099	
3	15	British Columbia	47,855	68	Washington	39,075	
	16	California, Riverside	47,616	69	Brigham Young	38,888	
	17	Columbia	47,448	70	Johns Hopkins	38,867	
	18	Laval	47,355	71	Oregon	38,737	
	19	SUNY Stony Brook	47,354	72	Ohio State	38,346	
	20	New York University	47,325	73	Nebraska	38,336	
	21	Guelph	47,315	74	Virginia	38,334	
	22	Southern California	46,638	75	Texas A&M	38,081	
	23	Harvard	46,563	76	Vanderbilt	38,042	
	24	Alberta	46,219	77	Washington State	38,021	
	25	McGill	46,052	78	Miami	37,727	
	26	McMaster	45,609	79	Rice	37,508	
	27	Princeton	45,380	80	Auburn	37,430	
	28	Dartmouth	45,244	81	Purdue	37,425	
29	Manitoba	45,070	82	Texas	37,369		
4	30	Chicago	44,746	83	Kentucky	37,225	
	31	Duke	44,312	84	Washington University	37,126	
	32	Western Ontario	44,145	85	Pittsburgh	37,113	
	33	Saskatchewan	44,062	86	Arizona	36,901	
	34	Waterloo	43,743	87	Virginia Tech	36,836	
	35	Michigan	43,261	88	Boston University	36,568	
5	36	Pennsylvania State	42,721	89	North Carolina	36,484	
	37	Iowa State	42,652	90	Arizona State	36,245	
	38	SUNY Buffalo	42,493	91	Oklahoma	36,105	
	39	Indiana	42,346	92	Syracuse	35,958	
	40	Illinois, Urbana	42,257	93	Colorado	35,913	
	41	Cincinnati	42,167	94	Louisiana State	35,605	
	42	Iowa	42,123	95	Georgia Tech	35,076	
	43	Delaware	41,733	96	Houston	34,761	
	44	MIT	41,471	97	South Carolina	34,731	
	45	Pennsylvania	41,459	98	Utah	34,573	
	46	Brown	41,056	99	Florida	34,329	
	47	Minnesota	41,036	100	Rochester	33,968	
	6	48	Northwestern	40,895	101	Georgia	33,854
49		Southern Illinois	40,856	102	Missouri	33,831	
50		Wayne State	40,550	103	Case Western Reserve	33,794	
51		Kent State	40,510	104	Florida State	33,695	
52		Queen's	40,479	105	Tulane	33,645	
53		Wisconsin	40,157	106	Kansas	32,910	
				107	Alabama	32,169	
				108	Oklahoma State	32,075	

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of average salaries.

See Tables 29 through 42 for statistics related to medical and law library salaries.

**TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES**

SUMMARY OF RANKINGS, FISCAL YEARS 1991 - 1994

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1991	1992	1993r	1994	1991	1992	1993r	1994	1991	1992	1993r	1994
Alabama	103	106	107	107	93	101	102	107	91	100	105	107
Alberta	18	15	20	24	16	15	17	21	21	20	28	36
Arizona	77	89	97	86	71	87	93	78	63	39	20	27
Arizona State	73	85	88	90	62	73	79	90	63	73	80	96
Auburn	*	*	106	80	*	*	99	76	*	*	49	1
Boston University	76	80	90	88	81	76	87	83	69	62	76	72
Brigham Young	97	91	76	69	89	80	83	80	81	88	94	84
British Columbia	4	11	14	15	10	13	14	18	6	9	25	32
Brown	57	46	49	46	49	41	60	52	31	40	43	44
California, Berkeley	13	6	9	7	4	5	5	8	10	11	13	18
California, Davis	2	4	3	2	4	5	5	8	10	11	13	18
California, Irvine	12	5	5	6	4	5	5	2	10	11	13	18
California, Los Angeles	9	3	1	4	4	3	1	2	10	11	13	18
California, Riverside	17	23	17	16	23	23	23	15	10	11	13	18
California, San Diego	7	9	10	8	11	12	5	8	10	11	13	18
California, Santa Barbara	5	10	11	12	4	5	5	8	10	11	13	18
Case Western Reserve	95	82	89	103	98	96	100	103	95	99	98	99
Chicago	36	33	32	30	40	36	31	35	30	29	22	25
Cincinnati	45	42	37	41	31	30	29	28	105	100	105	105
Colorado	60	65	70	93	47	60	64	87	44	38	38	55
Colorado State	51	52	57	63	55	54	49	64	70	73	49	45
Columbia	22	18	15	17	26	25	18	20	9	18	6	4
Connecticut	8	16	7	5	13	14	10	6	18	21	12	12
Cornell	53	55	56	54	58	65	58	63	77	70	65	60
Dartmouth	31	31	25	28	29	29	26	26	44	42	49	45
Delaware	82	60	52	43	92	62	39	36	61	52	41	4
Duke	39	40	34	31	38	43	35	34	54	41	31	31
Emory	70	65	63	66	67	61	56	59	95	88	89	84
Florida	89	88	99	99	96	99	104	101	44	42	49	84
Florida State	98	102	103	104	104	105	105	104	70	81	100	103
Georgetown	90	78	65	57	102	94	85	58	34	32	23	15
Georgia	100	100	98	101	97	100	92	100	95	88	93	94
Georgia Tech	101	103	96	95	105	106	107	105	63	88	66	84
Guelph	6	8	23	21	9	4	11	12	42	23	37	53
Harvard	26	24	16	23	28	27	25	30	23	24	23	13
Hawaii	19	13	6	10	15	11	12	14	2	3	1	2
Houston	94	93	100	96	86	88	98	99	104	100	33	45
Howard	56	57	66	61	54	47	70	68	53	49	56	54
Illinois, Chicago	54	67	50	59	60	68	44	47	63	67	59	55
Illinois, Urbana	63	62	71	40	76	81	84	39	63	64	80	55

r - Rankings for FY93 may have been revised from the 1992 Survey based on changes submitted in the current Survey.

* - Not a member during this year.

**TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES**

SUMMARY OF RANKINGS, FISCAL YEARS 1991 - 1994

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1991	1992	1993r	1994	1991	1992	1993r	1994	1991	1992	1993r	1994
Indiana	37	36	40	39	36	32	34	38	38	42	42	42
Iowa	41	56	41	42	33	42	36	37	76	84	78	45
Iowa State	28	41	36	37	30	52	38	40	44	54	33	27
Johns Hopkins	67	49	44	70	44	44	46	46	80	80	85	83
Kansas	104	104	104	106	95	98	95	96	94	98	100	101
Kent State	44	37	54	51	78	48	71	72	41	51	64	79
Kentucky	84	70	75	83	90	71	81	86	81	64	80	60
Laval	10	7	18	18	12	9	16	16	20	22	32	37
Louisiana State	87	95	95	94	82	86	89	94	70	73	66	84
McGill	15	12	21	25	22	18	28	24	33	25	40	52
McMaster	24	21	19	26	20	20	22	25	29	30	57	39
Manitoba	27	25	26	29	24	17	21	22	93	86	108	106
Maryland	47	45	59	65	50	69	77	77	78	87	99	102
Massachusetts	21	27	28	14	18	26	24	7	63	73	89	43
MIT	49	43	42	44	53	53	53	57	56	50	49	45
Miami	96	83	85	78	83	67	68	67	95	54	66	84
Michigan	40	34	38	35	56	38	42	41	25	34	33	33
Michigan State	52	53	55	67	52	57	63	75	38	42	38	55
Minnesota	34	39	33	47	46	45	37	51	44	85	79	92
Missouri	105	107	105	102	99	103	101	102	95	103	94	100
Nebraska	48	54	51	73	45	50	50	85	70	70	66	82
New Mexico	65	58	60	55	57	49	51	44	34	34	29	11
New York University	38	28	31	20	48	33	40	32	7	6	6	8
North Carolina	78	86	93	89	79	89	90	91	81	88	94	60
North Carolina State	55	69	67	56	64	63	61	45	43	53	45	33
Northwestern	59	48	47	48	70	66	64	62	56	64	59	60
Notre Dame	64	63	62	60	59	56	55	55	38	34	26	15
Ohio State	61	64	72	72	61	59	69	74	62	54	66	74
Oklahoma	69	68	83	91	66	70	74	92	4	10	26	33
Oklahoma State	106	101	108	108	106	104	108	108	90	63	77	84
Oregon	92	81	80	71	85	82	82	81	91	88	94	60
Pennsylvania	75	71	46	45	69	63	54	50	34	42	43	40
Pennsylvania State	42	35	45	36	39	40	47	42	44	34	33	26
Pittsburgh	66	50	69	85	75	58	78	93	95	88	100	60
Princeton	33	32	28	27	41	34	33	33	24	19	4	6
Purdue	71	74	73	81	67	77	66	65	106	103	100	96
Queen's	35	44	58	52	34	39	57	61	28	31	58	73
Rice	91	97	84	79	100	93	73	78	34	42	49	60
Rochester	102	98	101	100	103	102	103	106	95	103	107	108
Rutgers	3	1	2	1	2	2	4	1	8	8	10	14

r - Rankings for FY93 may have been revised from the 1992 Survey based on changes submitted in the current Survey.

**TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
IN ARL UNIVERSITY LIBRARIES**

SUMMARY OF RANKINGS, FISCAL YEARS 1991 - 1994

Institution FY	Average Salaries				Median Salaries				Beginning Salaries			
	1991	1992	1993r	1994	1991	1992	1993r	1994	1991	1992	1993r	1994
Saskatchewan	30	26	39	33	21	21	30	27	55	48	88	95
South Carolina	80	90	91	97	77	90	96	95	56	54	66	84
Southern California	29	30	27	22	32	31	32	31	5	5	3	5
Southern Illinois	46	61	53	49	42	51	48	53	44	54	20	27
Stanford	11	17	4	3	14	22	13	13	1	1	2	1
SUNY Albany	58	59	64	62	35	37	43	49	59	67	86	80
SUNY Buffalo	32	38	35	38	37	35	41	43	59	67	86	80
SUNY Stony Brook	16	22	22	19	17	19	20	17	22	32	29	30
Syracuse	72	76	79	92	73	84	72	88	70	81	80	75
Temple	74	73	68	64	72	72	62	54	81	73	59	60
Tennessee	68	77	86	58	74	85	91	60	95	103	49	60
Texas	86	87	74	82	87	91	76	89	95	81	66	60
Texas A&M	79	79	92	75	88	78	88	73	81	88	100	103
Toronto	14	20	12	9	3	10	3	5	32	26	46	38
Tulane	99	99	102	105	101	97	97	98	79	72	66	75
Utah	107	106	94	98	107	107	106	97	106	107	89	96
Vanderbilt	85	84	82	76	91	92	75	66	81	73	66	60
Virginia	62	72	87	74	65	75	94	84	44	54	66	45
Virginia Tech	81	96	81	87	63	79	86	71	70	88	59	75
Washington	83	74	61	68	80	74	67	70	81	54	59	60
Washington State	88	94	77	77	84	95	59	56	81	88	89	93
Washington University	93	92	78	84	94	83	80	82	81	73	80	75
Waterloo	20	29	30	34	19	28	27	29	27	27	47	51
Wayne State	50	51	43	50	51	55	52	69	25	28	11	8
Western Ontario	25	19	24	32	25	16	19	23	3	2	5	7
Wisconsin	43	47	48	53	43	46	45	48	52	61	48	59
Yale	23	14	13	11	27	24	15	19	17	6	6	3
York	1	2	8	13	1	1	2	4	19	4	9	10

r - Rankings for FY93 may have been revised from the 1992 Survey based on changes submitted in the current Survey.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past decade are converted into index numbers and compared to the Consumers Price Index (CPI), all of which have been converted using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1994	108	8,133	\$40,224	\$25,834	161.3	163.7	144.4	145.0
1993	108	8,212	39,265	25,000	157.4	158.4	140.2	140.8
1992	107	8,256	38,537	24,000	154.5	152.1	136.2	136.7
1991	107	8,382	36,701	23,800	147.2	150.8	130.7	131.2
1990	107	8,253	34,629	22,000	138.8	139.4	124.0	124.5
1989	107	8,087	32,461	20,400	130.2	129.3	118.3	118.8
1988	106	7,962	30,534	19,460	122.4	123.3	113.6	114.1
1987	105	7,718	28,941	18,250	116.0	115.7	109.6	110.0
1986	105	7,543	27,485	17,500	110.2	110.9	107.6	108.0
1985	104	7,161	26,100	16,500	104.7	104.6	103.9	104.3
1984	103	7,039	24,940	15,778	100.0	100.0	99.6	100.0

Canadian salaries converted to U.S. dollars.

* - Includes law and medical salaries.

** - Beginning Professional Salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SALARY AND POSITION, FY1994*

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
\$175,000 or more	1									1								
150,000-174,999	4									4								
140,000-149,999	2									2								
130,000-139,999	5				1					5								
120,000-129,999	2									2								
110,000-119,999	12	2								11	1							
100,000-109,999	26		2					4		25		1						
95,000-99,999	14	3	3							13	2	1						
90,000-94,999	9	1	4		3			1		9	1	2		1				
85,000-89,999	16	7	3		3	1	1	1		15	4	1		1				
80,000-84,999	8	11	7		6	1	1	2	1	8	7	3		1				
75,000-79,999	4	19	19		2	2	1	3	2	4	12	8						
70,000-74,999		25	19		11	2	5	15	3		16	8		2		1	1	
65,000-69,999	2	38	25		14	14	9	38	7	2	23	11		3	2	1	3	
60,000-64,999		28	35		24	25	10	65	14		18	15		4	3	1	4	
55,000-59,999		17	50		55	49	28	127	73		11	22		10	7		9	3
50,000-54,999		7	36		58	74	44	222	181		4	16		11	10	4	15	6
48,000-49,999		1	8		27	36	30	88	53		1	3		5	5	6	6	2
46,000-47,999			9		45	49	24	112	133			4		8	7	4	8	5
44,000-45,999			3		33	38	26	98	110			1		6	5	4	7	4
42,000-43,999			3		47	64	35	133	154		1	1		9	9	4	9	5
40,000-41,999			2		43	53	49	114	181			1		8	7	5	8	6
38,000-39,999			1		36	68	54	107	208					7	9	7	7	7
36,000-37,999					36	49	61	97	218					7	7	8	7	7
34,000-35,999					40	58	72	80	267					7	8	9	5	9
32,000-33,999			1		25	46	51	54	281					5	6	11	4	10
30,000-31,999			1		18	36	49	51	276					3	5	8	4	9
29,000-29,999					2	12	24	11	143						2	7	1	5
28,000-28,999					2	13	33	15	129						2	4	1	4
27,000-27,999					2	14	21	7	134						2	5		5
26,000-26,999					3	11	15	11	110					1	2	2	1	4
25,000-25,999					3	10	14	6	112					1	1	2		4
24,000-24,999					1	2	9	1	54							1		2
23,000-23,999							3	1	28									1
22,000-22,999					2		1		17									1
21,000-21,999							5	1	5							1		
20,000-20,999							1		2									
19,000-19,999							1		5									
18,999 or less									4									
TOTAL	105	159	231		542	727	677	1465	2905	100	100	100		100	100	100	100	100

* Does not include statistics for law and medical libraries.

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TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SEX AND POSITION, FY1994*

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
\$175,000 or more	1																	
150,000-174,999	2									2								
140,000-149,999	2																	
130,000-139,999	5				1													
120,000-129,999	2																	
110,000-119,999	6									6	2							
100,000-109,999	12		1					4		14		1						
95,000-99,999	9	2	2							5	1	1						
90,000-94,999	7		1		2			1		2	1	3		1				
85,000-89,999	8	4	2		3	1	1			8	3	1					1	
80,000-84,999	6	5	4		4	1	1	2		2	6	3		2				1
75,000-79,999	3	10	8		2	2		3	1	1	9	11				1		1
70,000-74,999		14	8		7		3	9	2		11	11		4	2	2	6	1
65,000-69,999	1	18	10		6	11	7	18	4	1	20	15		8	3	2	20	3
60,000-64,999		13	18		13	10	5	26	3		15	17		11	15	5	39	11
55,000-59,999		5	29		28	25	11	51	21		12	21		27	24	17	76	52
50,000-54,999		4	13		20	40	15	90	45		3	23		38	34	29	132	136
48,000-49,999		1	4		5	16	16	29	16			4		22	20	14	59	37
46,000-47,999			5		16	23	12	42	50			4		29	26	12	70	83
44,000-45,999					9	21	10	34	43			3		24	17	16	64	67
42,000-43,999					15	27	14	43	49			3		32	37	21	90	105
40,000-41,999			1		16	28	21	34	51			1		27	25	28	80	130
38,000-39,999					10	37	24	32	54			1		26	30	31	75	154
36,000-37,999					8	20	27	42	59					28	29	34	55	159
34,000-35,999					9	25	34	25	69					31	33	38	55	198
32,000-33,999			1		10	23	29	17	83					15	23	22	37	198
30,000-31,999					8	11	20	13	78			1		10	25	29	38	198
29,000-29,999						5	12	1	51					2	7	12	10	92
28,000-28,999						6	15	8	36					2	7	18	7	93
27,000-27,999						4	7	3	40					2	10	14	4	94
26,000-26,999					1	4	8	2	32					2	7	7	9	78
25,000-25,999						4	4	2	40					3	6	10	4	72
24,000-24,999						2	4	1	12					1		5		42
23,000-23,999								1	13							3		15
22,000-22,999									4					2		1		13
21,000-21,999							4									1		5
20,000-20,999							1		1								1	1
19,000-19,999							1		1									4
18,999 or more									1									3
TOTAL	64	76	107		193	346	306	533	859	41	83	124		349	381	371	932	2046

* Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
FISCAL YEAR 1994

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	106	64	42	\$102,927	\$103,987	\$101,272
Associate Director	159	76	83	69,911	69,969	69,859
Assistant Director	231	107	124	62,324	62,730	61,973
Head, Branch	542	193	349	46,838	50,556	44,782
Functional Specialist	677	306	371	39,204	39,425	39,022
Subject Specialist	727	346	381	42,955	43,943	42,058
Dept. Head: Acquisitions	109	38	71	46,212	47,407	45,573
Reference	134	40	94	46,825	47,213	46,660
Cataloging	158	46	112	48,016	51,164	46,724
Serials	45	21	24	45,685	43,771	47,360
Documents/Maps	100	46	54	44,100	41,669	46,171
Circulation	97	33	64	42,050	41,900	42,128
Rare Books/Manuscripts	91	54	37	51,414	54,406	47,049
Computer Systems	70	38	32	51,255	50,959	51,607
Other	661	217	444	44,873	46,988	43,840
Reference: Over 14 years experience	572	175	397	42,121	41,945	42,199
10 to 14 years experience	221	53	168	36,912	38,129	36,528
5 to 9 years experience	295	85	210	33,072	33,647	32,839
Under 5 years experience	270	99	171	28,406	28,016	28,632
Cataloging: Over 14 years experience	470	135	335	40,880	40,564	41,047
10 to 14 years experience	146	39	107	36,952	38,111	36,529
5 to 9 years experience	203	64	139	33,065	33,456	32,885
Under 5 years experience	198	61	137	29,238	28,701	29,476
Other: Over 14 years experience	226	64	162	43,071	45,377	42,159
10 to 14 years experience	71	17	54	39,083	40,675	38,582
5 to 9 years experience	123	33	90	33,085	34,810	32,453
Under 5 years experience	110	34	76	28,841	29,162	28,697
All Positions	6,812	2,484	4,328	\$43,075	\$45,336	\$41,777

Canadian salaries converted to U.S. dollars. See Table 28 for salaries of Canadian librarians expressed in Canadian dollars. See Tables 33 and 40 for salaries in medical and law libraries.

**TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL MINORITY
UNIVERSITY LIBRARIANS**

FISCAL YEAR 1994

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	6	4	2	\$102,139	*	*
Associate Director	2	0	2	*	N/A	*
Assistant Director	19	7	12	58,697	\$58,606	\$58,750
Head, Branch	52	17	35	49,464	59,772	44,457
Functional Specialist	67	26	41	39,057	39,035	39,070
Subject Specialist	94	38	56	43,672	47,258	41,239
Dept. Head: Acquisitions	4	0	4	40,823	N/A	40,823
Reference	10	2	8	43,572	*	*
Cataloging	14	5	9	46,772	55,757	41,781
Serials	3	2	1	*	*	*
Documents/Maps	6	1	5	45,067	*	*
Circulation	10	2	8	37,900	*	*
Rare Books/Manuscripts	2	1	1	*	*	*
Computer Systems	4	1	3	41,197	*	*
Other	55	20	35	43,780	43,702	43,824
Reference: Over 14 years experience	56	9	47	44,023	41,604	44,486
10 to 14 years experience	16	1	15	35,608	*	*
5 to 9 years experience	30	6	24	33,951	35,705	33,513
Under 5 years experience	49	12	37	28,294	29,397	27,936
Cataloging: Over 14 years experience	78	23	55	40,114	40,099	40,120
10 to 14 years experience	24	7	17	36,205	37,761	35,564
5 to 9 years experience	27	5	22	32,635	32,224	32,729
Under 5 years experience	31	5	26	29,170	28,660	29,268
Other: Over 14 years experience	18	5	13	41,076	39,753	41,585
10 to 14 years experience	6	3	3	40,114	*	*
5 to 9 years experience	12	2	10	32,831	*	*
Under 5 years experience	15	5	10	26,290	27,194	25,838
All Positions	710	209	501	\$40,680	\$43,916	\$39,330

* - Salary information is not published when fewer than four individuals are involved.

N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
FISCAL YEAR 1994

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	106	64	42	26.2	27.3	24.5
Associate Director	159	76	83	21.7	21.7	21.7
Assistant Director	231	107	124	21.0	20.7	21.3
Head, Branch	542	193	349	18.2	18.9	17.8
Functional Specialist	677	306	371	12.4	12.6	12.2
Subject Specialist	727	346	381	17.2	18.1	16.3
Dept. Head: Acquisitions	109	38	71	17.8	18.3	17.6
Reference	134	40	94	17.8	17.4	18.0
Cataloging	158	46	112	18.9	20.2	18.3
Serials	45	21	24	18.4	18.5	18.4
Documents/Maps	100	46	54	19.3	17.2	21.0
Circulation	97	33	64	14.8	14.9	14.8
Rare Books/Manuscripts	91	54	37	20.5	20.7	20.3
Computer Systems	70	38	32	15.0	15.2	14.8
Other	661	217	444	17.1	17.8	16.8
Public Services	256	73	183	13.4	14.7	12.9
Technical Services	176	50	126	13.2	11.5	13.9
Administrative Services	98	25	73	14.0	15.3	13.6
Reference	1,358	412	946	13.3	12.8	13.4
Cataloger	1,017	299	718	14.5	14.0	14.7
All Positions	6,812	2,484	4,328	15.8	16.3	15.5

See Tables 34 and 41 for salaries in medical and law libraries.

**TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY
MINORITY LIBRARIANS**

FISCAL YEAR 1994

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	6	4	2	27.2	27.5	26.5
Associate Director	2	0	2	23.0	N/A	23.0
Assistant Director	19	7	12	20.5	19.7	21.0
Head, Branch	52	17	35	21.0	22.9	20.1
Functional Specialist	67	26	41	12.0	10.1	13.2
Subject Specialist	94	38	56	16.8	19.1	15.3
Dept. Head: Acquisitions	4	0	4	18.0	N/A	18.0
Reference	10	2	8	16.6	10.0	18.1
Cataloging	14	5	9	20.6	20.6	19.1
Serials	3	2	1	17.3	14.0	24.0
Documents/Maps	6	1	5	15.5	36.0	11.4
Circulation	10	2	8	12.6	11.5	12.9
Rare Books/Manuscripts	2	1	1	14.0	10.0	18.0
Computer Systems	4	1	3	12.0	12.0	12.0
Other	55	20	35	18.2	17.6	18.5
Public Services	26	7	19	10.0	14.9	8.2
Technical Services	14	4	10	14.0	16.8	12.9
Administrative Services	11	4	7	14.3	4.0	20.1
Reference	151	28	123	11.4	9.6	11.8
Cataloger	160	40	120	15.1	16.1	14.7
All Positions	710	209	501	15.1	16.1	14.7

Excludes all Canadian libraries.

N/A - No positions were reported in this category.

**TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1994**

Experience	Number of Staff			% of Total	Average Salaries		
	Total	Men	Women		Combined	Men	Women
0-3 years	662	257	405	9.3	\$29,549	\$29,968	\$29,282
4-7 years	944	323	621	13.9	33,068	33,950	32,609
8-11 years	881	294	587	12.9	37,666	38,819	37,088
12-15 years	879	274	605	12.9	42,692	45,194	41,559
16-19 years	985	369	616	14.5	46,624	48,372	45,577
20-23 years	972	366	606	14.3	48,561	49,971	47,710
24-27 years	768	289	479	11.3	52,444	54,533	51,184
28-31 years	418	182	236	6.1	53,205	55,003	51,813
32-35 years	175	77	98	2.6	52,549	61,032	45,844
over 35 years	128	53	75	1.9	55,557	66,845	47,580
All Positions	6,812	2,484	4,328		\$43,075	\$45,336	\$41,777

Canadian salaries converted to U.S. dollars. See Table 28 for salaries in Canadian dollars.

**TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL MINORITY UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1994**

Experience	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	107	29	78	15.1	\$29,090	\$31,326	\$28,259
4-7 years	107	31	76	15.1	34,052	35,717	33,373
8-11 years	89	22	67	12.6	35,785	38,789	34,798
12-15 years	66	22	44	9.3	41,578	43,830	40,452
16-19 years	53	12	41	7.5	44,959	45,969	44,664
20-23 years	94	26	68	13.3	45,849	48,760	44,736
24-27 years	94	30	64	13.3	48,988	50,336	48,357
28-31 years	51	21	30	7.1	49,798	53,200	47,417
32-35 years	17	7	10	2.4	55,832	68,898	46,686
over 35 years	32	9	23	4.5	44,094	46,250	43,250
All Positions	710	209	501		\$40,680	\$43,916	\$39,330

Excludes all Canadian libraries.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE
FISCAL YEAR 1994

Position	Years of Experience						
	0-3 years	4-7 years	8-11 years	12-15 years	16-19 years	20-23 years	24 or more years
Director	N/A	N/A	*	*	\$96,838	\$107,388	\$103,273
Associate Director	N/A	*	\$67,234	\$63,544	67,615	72,367	70,721
Assistant Director	N/A	\$49,923	57,584	63,631	61,227	62,919	65,231
Head, Branch	\$32,585	36,164	43,031	42,868	48,174	50,440	53,577
Functional Specialist	31,248	34,988	41,706	39,573	45,140	45,435	48,014
Subject Specialist	31,468	35,999	40,919	42,183	45,484	45,788	49,490
Dept. Head: Acquisitions	35,497	39,818	43,872	40,487	47,586	48,147	51,049
Reference	*	41,689	44,887	43,892	49,668	46,088	51,624
Cataloging	*	38,207	43,233	47,591	49,208	50,802	51,722
Serials	*	*	47,370	*	45,514	43,994	49,969
Documents/Maps	*	34,264	40,946	*	47,606	43,762	49,458
Circulation	33,820	37,678	42,615	*	43,008	47,343	45,018
Rare Books/Manuscripts	*	42,005	48,722	61,873	51,529	50,641	54,395
Computer Systems	*	40,740	52,697	*	53,313	53,839	65,681
Other	32,749	36,421	41,309	44,381	47,473	48,091	53,064
All Positions: Average Salary	\$31,802	\$36,667	\$43,845	\$46,768	\$50,161	\$52,140	\$57,751
No. of Positions:	305	569	615	144	637	653	968

Experience reflects total professional experience.

Canadian salaries converted to U.S. dollars.

Excludes staff in medical and law libraries.

N/A - No positions in this category.

* - Salary information not published for fewer than four individuals.

**TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY TYPE OF INSTITUTION**

FISCAL YEAR 1994

Position	All Combined (108)*		Public (65)		Private (30)	
	No.	Salary	No.	Salary	No.	Salary
Director	106	\$102,927	63	\$97,874	30	\$120,747
Associate Director	159	69,911	99	67,791	40	76,894
Assistant Director	231	62,324	129	60,323	85	66,095
Head, Branch	542	46,838	323	45,019	180	49,141
Functional Specialist	677	39,204	365	37,797	254	39,509
Subject Specialist	727	42,955	377	42,113	289	43,161
Dept Head: Acquisitions	109	46,212	67	45,681	31	45,662
Reference	134	46,825	78	46,329	46	47,505
Cataloging	158	48,016	79	47,329	64	48,107
Serials	45	45,685	25	44,775	17	46,617
Documents/Maps	100	44,100	68	43,667	22	42,000
Circulation	97	42,050	57	41,890	30	40,172
Rare Books/Manuscripts	91	51,414	53	50,148	28	54,452
Computer Systems	70	51,255	34	48,939	28	51,772
Other	661	44,873	369	43,529	209	45,261
Reference: Over 14 years experience	572	42,121	358	41,262	121	40,189
10 to 14 years experience	221	36,912	136	35,895	62	37,387
5 to 9 years experience	295	33,072	167	31,975	90	33,963
Under 5 years experience	270	28,406	199	27,740	44	30,090
Cataloging: Over 14 years experience	470	40,880	236	39,216	155	40,435
10 to 14 years experience	146	36,952	65	35,405	66	37,565
5 to 9 years experience	203	33,065	110	31,651	74	34,168
Under 5 years experience	198	29,238	99	28,161	93	30,124
Other: Over 14 years experience	226	43,071	157	42,379	47	42,423
10 to 14 years experience	71	39,083	53	37,762	13	43,423
5 to 9 year experience	123	33,085	75	32,436	39	33,596
Under 5 years experience	110	28,841	76	27,641	28	30,692
All Positions	6,812	\$43,075	3,917	\$41,784	2,185	\$43,969

() Indicates the number of ARL libraries in each category.

* - Includes 13 Canadian libraries not included in the Public/Private columns.

For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY SIZE OF STAFF

FISCAL YEAR 1994

Position	Staff over 124 (3)		Staff 75-124 (24)		Staff 50-74 (36)		Staff 1-49 (45)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	3	*	24	\$114,465	36	\$102,736	43	\$94,510
Associate Director	8	\$82,063	49	73,298	53	67,721	49	66,910
Assistant Director	9	69,933	63	68,291	73	63,023	86	56,562
Head, Branch	48	53,535	192	49,274	175	45,061	127	43,074
Functional Specialist	85	43,019	222	39,667	229	38,614	141	37,135
Subject Specialist	82	46,161	297	44,463	220	40,925	128	40,892
Dept. Head: Acquisitions	4	59,552	22	49,428	36	44,977	47	44,518
Reference	12	47,748	35	50,799	39	46,022	48	44,349
Cataloging	19	53,952	41	51,473	49	45,426	49	45,412
Serials	2	*	13	48,871	10	43,535	20	43,274
Documents/Maps	3	*	31	44,396	30	42,809	36	43,804
Circulation	12	41,721	22	44,282	30	40,841	33	41,782
Rare Books/Manuscripts	7	60,903	22	54,667	29	50,083	33	48,403
Computer Systems	3	*	15	64,053	28	47,048	24	46,089
Other	45	52,791	249	47,125	230	42,868	137	41,548
Reference: Over 14 years experience	27	51,967	189	41,733	175	42,209	181	40,974
10 to 14 years experience	20	40,693	68	37,876	61	34,922	72	36,637
5 to 9 years experience	34	36,712	98	32,958	67	32,970	96	31,970
Under 5 years experience	13	32,758	65	29,671	96	27,782	96	27,584
Cataloging: Over 14 years experience	40	46,630	172	41,148	126	39,284	132	40,312
10 to 14 years experience	17	39,930	52	38,061	53	36,369	24	34,726
5 to 9 years experience	24	36,185	73	33,443	62	32,632	44	31,345
Under 5 years experience	28	31,608	59	31,060	64	28,320	47	26,788
Other: Over 14 years experience	20	47,839	91	44,296	66	42,466	49	39,663
10 to 14 years experience	1	*	30	41,057	26	38,147	14	35,796
5 to 9 years experience	10	36,988	46	34,116	48	31,545	19	32,426
Under 5 years experience	9	33,335	25	29,336	39	27,430	37	28,900
All Positions	585	\$46,478	2,265	\$44,366	2,150	\$42,009	1,812	\$41,627

() Indicates the number of ARL libraries in each category.

* - Salary data are not published when fewer than four individuals are involved.

Canadian salaries converted to U.S. dollars.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1994

Position	Northeast		North Central		South		West		Canada	
	New England (8)	Middle Atlantic (14)	East N. Central (16)	West N. Central (7)	South Atlantic (17)	East S. Central (5)	West Central (8)	Mountain (7)	Pacific (13)	(13)
Director	\$118,656	\$118,404	\$106,526	\$103,649	\$102,283	\$99,886	\$88,829	\$91,512	\$105,132	\$84,906
Associate Director	74,428	82,391	63,725	71,537	65,873	62,773	*	63,036	74,268	65,240
Assistant Director	74,260	63,441	66,398	62,960	55,573	56,496	55,139	58,992	67,864	58,648
Head, Branch	51,504	50,689	44,236	41,657	41,302	41,688	37,799	44,879	51,326	51,270
Functional Specialist	41,485	38,885	35,386	35,784	37,934	34,153	34,542	36,950	44,250	46,727
Subject Specialist	46,051	44,274	41,298	37,324	36,600	34,026	33,508	40,165	50,377	47,189
Dept. Head: Acquisitions	53,581	44,747	48,550	42,530	43,803	44,713	40,797	43,068	49,719	51,001
Reference	51,398	49,551	48,140	46,331	43,436	42,742	41,485	43,775	51,565	47,567
Cataloging	52,232	48,970	47,515	46,314	43,483	43,961	40,877	41,580	53,428	51,249
Serials	48,896	47,144	52,416	41,976	43,407	*	*	35,419	54,256	*
Documents/Maps	54,655	43,302	41,710	39,898	40,085	38,174	35,653	41,265	52,669	51,665
Circulation	42,136	39,244	43,128	42,117	39,102	36,903	38,812	36,273	50,672	48,602
Rare Books/Manuscripts	59,823	55,348	51,462	45,247	47,393	49,179	44,348	44,276	55,299	49,621
Computer Systems	58,922	55,054	55,517	50,159	45,702	45,258	42,205	42,602	53,085	59,289
Other	49,869	44,384	43,716	41,953	39,779	38,787	38,116	42,901	53,928	49,874
Reference: Over 14 years experience	46,460	43,030	38,614	38,603	36,872	36,474	34,193	35,881	47,711	47,942
10 to 14 years experience	41,309	38,084	33,727	31,748	32,418	34,013	31,095	32,987	42,694	41,644
5 to 9 years experience	36,753	34,075	31,503	29,130	29,647	29,875	29,535	29,353	36,613	35,784
Under 5 years experience	33,992	29,054	28,177	27,151	26,746	26,422	25,106	26,383	32,153	30,568
Cataloging: Over 14 years experience	43,760	40,901	37,094	38,699	35,604	35,350	31,645	36,116	47,633	46,725
10 to 14 years experience	42,070	36,194	34,554	33,902	30,819	30,473	29,661	30,907	42,551	40,954
5 to 9 years experience	37,071	34,188	32,177	31,124	28,996	30,577	27,500	28,340	36,290	36,955
Under 5 years experience	32,105	29,583	28,357	25,748	28,695	26,714	25,053	27,518	33,633	34,080
Other: Over 14 years experience	48,237	40,587	43,345	40,084	37,575	39,875	41,596	38,366	49,281	49,388
10 to 14 years experience	*	40,282	38,531	*	34,740	*	36,671	*	45,949	41,802
5 to 9 years experience	38,781	33,870	33,849	31,021	28,677	31,243	*	29,863	38,922	36,283
Under 5 years experience	34,564	29,638	28,540	22,228	29,852	32,379	26,350	28,274	*	35,406
All positions: Average Salary	\$46,847	\$44,238	\$41,698	\$39,719	\$38,913	\$38,116	\$37,088	\$38,245	\$49,014	\$47,452
No. of Staff	745	1,026	1,015	418	929	266	396	419	888	709

() Indicates number of ARL libraries included.

Canadian salaries expressed in U.S. dollars.

* - Salary data are not published for fewer than four individuals.

Region*	No. of libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(5)	Alabama; Auburn; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

* - Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

**TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES
AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE
IN ARL CANADIAN UNIVERSITY LIBRARIES**

FISCAL YEAR 1994

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Experience
	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1993r	FY 1994	FY 1994
Alberta	64	\$56,514	\$57,718	\$56,263	\$57,003	\$33,692	\$33,692	17.4
British Columbia*	79	59,268	59,761	58,128	58,197	34,046	34,046	18.8
Guelph	26	55,905	59,087	61,672	63,015	32,270	32,270	17.3
Laval	70	57,137	59,137	56,743	58,768	32,530	33,690	20.1
McGill	65	56,024	57,510	53,253	55,728	31,744	32,300	15.7
McMaster	29	56,631	56,956	55,174	55,721	30,977	32,766	18.2
Manitoba	44	54,940	56,283	55,749	56,520	25,810	27,101	17.8
Queen's	34	48,501	50,550	45,840	46,837	30,945	30,945	16.1
Saskatchewan	31	51,289	55,025	51,301	54,696	28,936	28,936	17.3
Toronto*	144	61,650	62,655	64,796	66,353	31,500	33,100	18.6
Waterloo	45	54,412	54,626	53,481	54,240	31,431	32,379	16.5
Western Ontario*	35	55,128	55,128	55,933	55,932	37,690	37,690	18.5
York	43	62,488	61,404	66,562	66,391	36,987	36,987	19.3

r - Figures revised from 1992 Survey.

* - See Footnotes, pages 85-87.

Salaries are expressed in Canadian dollars.

See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1994

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	12	6	6	\$106,030	\$106,564	\$105,496
Associate Director	20	9	11	82,971	82,779	83,129
Assistant Director	17	9	8	73,240	76,702	69,345
Head, Branch	39	16	23	64,026	64,879	63,433
Functional Specialist	58	26	32	58,353	57,208	59,283
Subject Specialist	61	28	33	58,930	59,321	58,598
Dept. Head:						
Acquisitions	11	4	7	63,689	63,551	63,769
Reference	10	3	7	59,401	*	*
Cataloging	15	5	10	64,000	64,242	63,879
Serials Dept.	3	0	3	*	N/A	*
Documents/Maps	10	4	6	64,520	60,452	67,232
Circulation	10	4	6	60,695	63,737	58,667
Rare Books/Manuscripts	10	6	4	61,966	63,599	59,518
Computer Systems	8	6	2	74,040	*	*
Other	83	15	68	62,282	63,939	61,917
Reference:						
Over 14 years experience	93	24	69	59,870	60,016	59,819
10 to 14 years experience	23	2	21	52,005	*	*
5 to 9 years experience	38	6	32	44,687	43,375	44,933
Under 5 years experience	27	7	20	38,174	36,329	38,819
Cataloging:						
Over 14 years experience	79	24	55	58,350	57,872	58,558
10 to 14 years experience	15	2	13	51,144	*	*
5 to 9 years experience	19	5	14	46,150	49,954	44,792
Under 5 years experience	6	3	3	42,560	*	*
Other:						
Over 14 years experience	22	7	15	61,676	59,180	62,840
10 to 14 years experience	5	0	5	52,203	N/A	52,203
5 to 9 years experience	9	0	9	45,310	N/A	45,310
Under 5 years experience	6	1	5	44,215	*	*
All Positions	709	222	487	\$59,258	\$61,571	\$58,203

Excludes Canadian medical and law libraries.

Salaries expressed in Canadian dollars.

* - Salary information is not published when fewer than four individuals are involved.

N/A - No positions were reported for this category.

**TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN
UNIVERSITY LIBRARIANS**

FISCAL YEAR 1994

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	12	6	6	23.2	23.0	23.3
Associate Director	20	9	11	24.6	25.6	23.9
Assistant Director	17	9	8	23.3	25.0	21.4
Head, Branch	39	16	23	18.3	17.9	18.6
Functional Specialist	58	26	32	16.6	15.7	17.4
Subject Specialist	61	28	33	21.0	23.0	19.3
Dept. Head:						
Acquisitions	11	4	7	18.4	18.0	18.6
Reference	10	3	7	16.5	22.0	14.1
Cataloging	15	5	10	20.9	24.6	19.0
Serials	3	0	3	22.0	N/A	22.0
Documents/Maps	10	4	6	24.9	20.3	28.0
Circulation	10	4	6	17.7	22.8	14.3
Rare Books/Manuscripts	10	6	4	18.9	18.2	20.0
Computer Systems	8	6	2	19.9	20.0	19.5
Other	83	15	68	19.8	21.1	19.5
Public Services	22	4	18	14.2	21.5	12.6
Technical Services	14	3	11	15.1	16.3	14.8
Administrative Services	6	1	5	16.8	19.0	16.4
Reference	181	39	142	14.9	15.7	14.7
Cataloger	119	34	85	18.1	18.5	18.0
All Positions	709	222	487	18.0	19.4	17.4

Excludes Canadian medical and law libraries.

Salaries expressed in Canadian dollars.

N/A - No positions in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1994

Experience	Number of Staff			% of Total	Average Salaries		
	Total	Men	Women		Combined	Men	Women
0-3 years	35	11	24	4.9	\$41,547	\$37,743	\$43,291
4-7 years	77	18	59	10.9	43,369	44,737	42,951
8-11 years	61	13	48	8.6	50,998	51,260	50,927
12-15 years	90	19	71	12.7	57,935	61,419	57,002
16-19 years	110	33	77	15.5	60,231	60,063	60,303
20-23 years	120	45	75	16.9	62,455	64,511	61,221
24-27 years	126	50	76	17.8	67,994	69,313	67,126
28-31 years	64	24	40	9.0	68,997	67,046	70,168
32-35 years	19	8	11	2.7	69,309	72,976	66,642
over 35 years	7	1	6	1.0	67,903	*	*
All Positions	709	222	487		\$59,258	\$61,571	\$58,203

Excludes Canadian medical and law libraries.

Salaries expressed in Canadian dollars.

* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1994

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	3	*	*	\$21,500	10.7
Alberta (D)	7	\$41,436	\$42,277	26,980	13.0
Arizona	14	36,420	38,440	24,000	15.6
Boston University	6	40,314	41,200	24,825	12.0
British Columbia (D)	13	45,724	45,568	27,263	16.6
California, Davis	9	44,883	41,160	28,668	10.9
California, Irvine	8	48,872	50,490	28,668	15.1
California, Los Angeles	18	50,291	50,496	28,668	17.3
California, San Diego	7	40,311	36,696	28,668	9.9
Case Western Reserve	14	37,875	39,466	22,820	17.5
Cincinnati	13	35,826	36,687	21,930	14.2
Columbia	11	42,370	42,076	30,600	13.0
Connecticut	17	40,966	37,260	29,478	10.2
Dartmouth	9	34,832	35,319	26,000	9.6
Duke	16	39,947	38,600	27,300	14.3
Emory	16	36,321	37,080	24,000	16.1
Florida	15	32,593	33,324	24,000	14.7
Georgetown	11	40,024	36,400	30,000	12.7
Harvard	26	44,847	41,349	29,376	11.9
Howard	3	*	*	25,826	14.0
Illinois, Chicago	23	36,719	33,046	25,500	13.8
Iowa	9	36,466	35,092	26,000	15.4
Johns Hopkins	44	46,282	40,981	31,809	10.5
Kansas	12	32,523	30,163	24,000	10.7
Kentucky	10	40,120	40,190	25,000	14.5
McGill (D)	9	43,241	39,548	25,865	16.1
McMaster (D)	7	44,500	42,753	26,238	14.9
Manitoba (D)	6	41,507	34,865	21,702	18.3
Miami	9	43,828	42,607	27,000	29.3
Michigan	11	36,191	34,288	27,000	16.6

Salaries of directors are not included in either the average or median salary statistics. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* Salary information is not published for fewer than four individuals.

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1994

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years of Experience
Minnesota	12	\$38,942	\$38,981	\$23,508	17.0
Missouri	8	28,575	28,223	22,800	12.6
Nebraska	11	33,826	33,870	20,000	12.5
New Mexico	7	43,071	41,000	28,000	16.9
New York University	14	47,627	47,895	30,000	14.6
North Carolina	21	38,287	37,147	25,000	14.0
Northwestern	11	34,724	30,179	U/A	10.6
Ohio State	9	32,865	30,396	24,504	7.7
Oklahoma	9	27,668	28,665	21,000	8.7
Oklahoma State	2	•	•	24,500	16.0
Pennsylvania	14	38,435	38,100	26,200	15.8
Pennsylvania State	5	38,034	36,828	28,500	14.8
Queen's (D)	5	39,808	39,976	24,780	18.4
Rochester	13	32,785	32,105	21,000	14.5
Saskatchewan (D)	2	•	•	23,171	11.5
South Carolina	5	28,525	28,050	25,000	10.4
Southern Illinois	7	36,906	36,190	27,000	14.0
Stanford	14	45,701	41,001	33,600	18.0
SUNY Buffalo	17	37,580	37,010	24,336	12.9
Temple	10	45,274	43,836	27,000	20.4
Toronto (D)	14	47,731	50,325	26,505	14.6
Tulane	7	32,540	30,770	24,500	21.4
Utah	9	34,169	33,450	22,500	14.7
Vanderbilt	13	37,236	36,250	25,000	13.2
Virginia	14	36,362	35,300	26,000	11.4
Washington	20	38,274	36,900	25,000	13.9
Washington University	24	44,545	38,036	25,000	15.3
Wayne State	4	•	•	30,000	12.5
Western Ontario (D)	6	37,993	38,338	30,181	11.7
Wisconsin	17	37,552	35,950	25,452	16.6
Yale	11	45,481	42,889	30,900	15.3

Salaries of directors are not included in either the average or median salary statistics. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

• Salary information is not published for fewer than four individuals.

U/A - Figure unavailable.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	5 - 24,000-24,999
2 - 28,000-29,999	6 - 23,000-23,999
3 - 26,000-27,999	7 - 22,000-22,999
4 - 25,000-25,999	8 - below 22,000

Group Rank	Institution	Salary	Group Rank	Institution	Salary
1	1 Stanford	\$33,600	33	Wisconsin	\$25,452
	2 Johns Hopkins	31,809	34	Kentucky	25,000
	3 Yale	30,900	34	North Carolina	25,000
	4 Columbia	30,600	34	South Carolina	25,000
	5 Western Ontario	30,181	34	Vanderbilt	25,000
	6 Georgetown	30,000	34	Washington	25,000
	6 New York University	30,000	34	Washington University	25,000
	6 Wayne State	30,000			
			5	40 Boston University	24,825
2	9 Connecticut	29,478		41 Queen's	24,780
	10 Harvard	29,376		42 Ohio State	24,504
	11 California, Davis	28,668		43 Oklahoma State	24,500
	11 California, Irvine	28,668		43 Tulane	24,500
	11 California, Los Angeles	28,668		45 SUNY Buffalo	24,336
	11 California, San Diego	28,668		46 Arizona	24,000
	15 Pennsylvania State	28,500		46 Emory	24,000
	16 New Mexico	28,000		46 Florida	24,000
				46 Kansas	24,000
3	17 Duke	27,300			
	18 British Columbia	27,263	6	50 Minnesota	23,508
	19 Miami	27,000		51 Saskatchewan	23,171
	19 Michigan	27,000			
	19 Southern Illinois	27,000	7	52 Case Western Reserve	22,820
	19 Temple	27,000		53 Missouri	22,800
	23 Alberta	26,980		54 Utah	22,500
	24 Toronto	26,505			
	25 McMaster	26,238	8	55 Cincinnati	21,930
	26 Pennsylvania	26,200		56 Manitoba	21,702
	27 Dartmouth	26,000		57 Alabama	21,500
	27 Iowa	26,000		58 Oklahoma	21,000
	27 Virginia	26,000		58 Rochester	21,000
				60 Nebraska	20,000
4	30 McGill	25,865			
	31 Howard	25,826		Northwestern	U/A
	32 Illinois, Chicago	25,500			

Canadian salaries expressed in U.S. dollars.

Beginning salary figures represent the officially designated base, not necessarily salaries of actual incumbents.

U/A - Figure unavailable.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 44,000 and over	6 - 34,000-35,999
2 - 42,000-43,999	7 - 32,000-33,999
3 - 40,000-41,999	8 - 30,000-31,999
4 - 38,000-39,999	9 - below 30,000
5 - 36,000-37,999	

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Los Angeles	\$50,496	29	North Carolina	\$37,147	
	2	California, Irvine	50,490	30	Emory	37,080	
	3	Toronto	50,325	31	SUNY Buffalo	37,010	
	4	New York University	47,895	32	Washington	36,900	
	5	British Columbia	45,568	33	Pennsylvania State	36,828	
2				34	California San Diego	36,696	
	6	Temple	43,836	35	Cincinnati	36,687	
	7	Yale	42,889	36	Georgetown	36,400	
	8	McMaster	42,753	37	Vanderbilt	36,250	
	9	Miami	42,607	38	Southern Illinois	36,190	
	10	Alberta	42,277				
	11	Columbia	42,076	6	39	Wisconsin	35,950
3					40	Dartmouth	35,319
	12	Harvard	41,349		41	Virginia	35,300
	13	Boston University	41,200		42	Iowa	35,092
	14	California, Davis	41,160		43	Manitoba	34,865
	15	Stanford	41,001		44	Michigan	34,288
	16	New Mexico	41,000				
	17	Johns Hopkins	40,981	7	45	Nebraska	33,870
4	18	Kentucky	40,190		46	Utah	33,450
					47	Florida	33,324
	19	Queen's	39,976		48	Illinois, Chicago	33,046
	20	McGill	39,548		49	Rochester	32,105
	21	Case Western Reserve	39,466				
	22	Minnesota	38,981	8	50	Tulane	30,770
	23	Duke	38,600		51	Ohio State	30,396
24	Arizona	38,440		52	Northwestern	30,179	
25	Western Ontario	38,338		53	Kansas	30,163	
26	Pennsylvania	38,100					
27	Washington University	38,036	9	54	Oklahoma	28,665	
5					55	Missouri	28,223
	28	Connecticut	37,260		56	South Carolina	28,050

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of medians.

Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over	6 - 35,000-36,999
2 - 44,000-46,999	7 - 33,000-34,999
3 - 41,000-43,999	8 - 31,000-32,999
4 - 39,000-40,999	9 - below 30,000
5 - 37,000-38,999	

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary	
1	1	California, Los Angeles	\$50,291		29	North Carolina	\$38,287	
	2	California, Irvine	48,872		30	Washington	38,274	
	3	Toronto	47,731		31	Pennsylvania State	38,034	
	4	New York University	47,627		32	Western Ontario	37,993	
2					33	Case Western Reserve	37,875	
	5	Johns Hopkins	46,282		34	SUNY Buffalo	37,580	
	6	British Columbia	45,724		35	Wisconsin	37,552	
	7	Stanford	45,701		36	Vanderbilt	37,236	
	8	Yale	45,481	6	37	Southern Illinois	36,906	
	9	Temple	45,274		38	Illinois, Chicago	36,719	
	10	California, Davis	44,883		39	Iowa	36,466	
	11	Harvard	44,847		40	Arizona	36,420	
12	Washington University	44,545	41		Virginia	36,362		
13	McMaster	44,500	42		Emory	36,321		
3	14	Miami	43,828		43	Michigan	36,191	
	15	McGill	43,241		44	Cincinnati	35,826	
	16	New Mexico	43,071	7	45	Dartmouth	34,832	
	17	Columbia	42,370		46	Northwestern	34,724	
	18	Manitoba	41,507		47	Utah	34,169	
	19	Alberta	41,436		48	Nebraska	33,826	
4	20	Connecticut	40,966	8	49	Ohio State	32,865	
	21	Boston University	40,314		50	Rochester	32,785	
	22	California, San Diego	40,311		51	Florida	32,593	
	23	Kentucky	40,120		52	Tulane	32,540	
	24	Georgetown	40,024		53	Kansas	32,523	
	25	Duke	39,947		9	54	Missouri	28,575
	26	Queen's	39,808			55	South Carolina	28,525
	5	27	Minnesota			38,942	56	Oklahoma
28		Pennsylvania	38,435					

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of medians.

Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1994

Position	Number of Staff			Combined	Average Salaries	
	Total	Men	Women		Men	Women
Director, Medical Library	53	23	30	\$77,783	\$77,889	\$77,702
Associate Director	23	2	21	54,137	*	*
Assistant Director	40	13	27	50,316	61,691	44,840
Head, Medical Branch	18	2	16	46,345	*	*
Functional Specialist	58	30	28	38,269	40,952	35,395
Subject Specialist	22	5	17	39,761	42,342	39,001
Dept. Head: Acquisitions	17	3	14	40,164	*	*
Reference	35	3	32	43,523	*	*
Cataloging	21	2	19	38,761	*	*
Serials	11	1	10	35,593	*	*
Documents	1	0	1	*	N/A	*
Circulation	14	4	10	36,699	34,274	37,669
Rare Books/Manuscript	10	3	7	43,162	*	*
Computer Systems	15	8	7	50,773	56,353	44,397
Other	66	11	55	44,014	47,234	43,370
Reference: Over 14 years experience	58	8	50	40,179	40,201	40,175
10 to 14 years experience	52	10	42	37,711	38,847	37,440
5 to 9 years experience	58	11	47	34,024	34,754	33,854
Under 5 year experience	51	9	42	28,798	30,267	28,484
Cataloging: Over 14 years experience	9	2	7	35,972	*	*
10 to 14 years experience	8	1	7	31,786	*	*
5 to 9 years experience	5	0	5	33,324	N/A	33,324
Under 5 years experience	5	0	5	33,546	N/A	33,645
Other: Over 14 years experience	26	6	20	44,029	40,953	44,951
10 to 14 years experience	14	4	10	37,185	36,118	37,612
5 to 9 years experience	10	4	6	35,162	36,466	34,293
Under 5 years experience	11	1	10	30,256	*	*
All Positions	711	166	545	\$42,719	\$47,773	\$41,179

Canadian salaries converted to U.S. dollars.

* - Salaries not published whenever fewer than four individuals are involved.

N/A - No positions were reported in this category.

**TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY
MEDICAL LIBRARIANS**

FISCAL YEAR 1994

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Medical Library	53	23	30	22.6	23.6	21.8
Associate Director	23	2	21	20.2	16.0	20.6
Assistant Director	40	13	27	19.0	18.0	19.5
Head, Medical Branch	18	2	16	17.9	29.0	16.6
Functional Specialist	58	30	28	8.4	9.0	7.7
Subject Specialist	22	5	17	14.0	7.8	15.8
Dept. Head: Acquisitions	17	3	14	16.1	15.7	16.2
Reference	35	3	32	16.3	21.3	15.8
Catalog Dept.	21	2	19	17.5	15.5	17.7
Serials Dept.	11	1	10	12.3	3.0	13.2
Documents	1	0	1	23.0	N/A	23.0
Circulation	14	4	10	11.3	8.3	12.5
Rare Books/Manuscripts	10	3	7	16.6	15.7	17.0
Computer Systems	15	8	7	10.9	12.8	8.9
Other	66	11	55	16.1	17.0	16.0
Public Services	30	6	24	13.6	15.7	13.0
Technical Services	19	5	14	14.7	16.6	14.1
Administrative Services	12	4	8	9.5	9.0	9.8
Reference	219	38	181	11.4	11.3	11.4
Cataloging	27	3	24	11.9	13.7	11.7
All Positions	711	166	545	14.2	14.3	14.1

N/A - No positions reported in this category.

**TABLE 35: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1994**

Experience	Number of Staff			% of Total	Average Salaries		
	Total	Men	Women		Combined	Men	Women
0-3 years	78	19	59	11.0	\$29,840	\$31,592	\$29,275
4-7 years	109	28	81	15.3	34,884	39,635	33,242
8-11 years	109	24	85	15.3	38,381	43,546	36,922
12-15 years	116	27	89	16.3	41,186	40,864	41,284
16-19 years	111	25	86	15.6	48,062	58,742	44,957
20-23 years	87	16	71	12.2	49,856	55,681	48,543
24-27 years	49	8	41	6.9	51,804	57,910	50,613
28-31 years	31	12	19	4.4	61,505	69,413	56,510
32-35 years	11	4	7	1.5	58,997	59,253	58,851
Over 35 years	10	3	7	1.4	51,575	*	*
All Positions	711	166	545		\$42,719	\$47,773	\$41,179

Canadian salaries converted to U.S. dollars.

* - Salary information not published if fewer than four individuals involved.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1994

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years of Experience
Alabama	7	\$31,060	\$28,286	\$23,500	10.9
Alberta (D)	5	40,819	39,053	26,980	16.6
Arizona	7	35,657	37,784	28,000	19.9
Arizona State	7	44,121	44,329	25,000	19.1
Boston University	10	42,061	37,200	32,000	10.2
British Columbia (D)	3	*	*	27,263	27.0
California, Berkeley	14	47,845	47,124	28,668	12.1
California, Davis	6	57,228	65,340	28,668	21.0
California, Los Angeles	7	50,012	48,810	28,668	14.9
Case Western Reserve	10	32,515	30,870	22,820	9.6
Cincinnati	8	36,370	38,245	21,930	15.9
Colorado	8	37,299	36,000	26,000	15.1
Columbia	15	46,083	43,983	30,600	9.8
Connecticut	8	45,300	41,724	29,478	9.6
Cornell	7	40,183	35,880	25,000	9.9
Duke	9	43,463	43,150	27,300	11.3
Emory	7	42,172	42,391	24,000	17.0
Florida	10	35,605	35,000	24,000	15.8
Florida State	8	34,224	34,649	25,000	15.5
Georgetown	22	48,987	44,300	31,000	14.1
Georgia	6	38,736	36,177	23,200	29.8
Harvard	40	48,642	48,806	29,376	10.8
Hawaii	5	42,243	43,182	33,312	14.2
Houston	11	32,860	31,992	26,000	15.9
Howard	3	*	*	25,826	11.3
Illinois, Urbana	5	43,499	31,075	25,500	12.2
Indiana	8	38,889	39,757	26,135	10.5
Iowa	14	39,281	36,328	26,000	11.2
Kansas	5	33,661	34,304	23,000	16.2
Kentucky	4	*	*	25,000	15.0
Louisiana State	11	34,615	32,313	24,000	16.1
McGill (D)	6	44,838	44,636	25,865	15.7
Manitoba (D)	3	*	*	21,702	9.0
Miami	16	37,973	32,760	28,000	11.7

Salaries of directors are not included in either the average or median salary statistics. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* Salary information is not published for fewer than four individuals.

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1994

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years of Experience
Michigan	9	\$45,593	\$42,141	\$29,000	14.7
Minnesota	10	39,103	36,625	23,508	12.9
Missouri	5	32,516	33,401	24,000	9.6
Nebraska	5	36,276	36,841	24,300	11.6
New Mexico	4	*	*	27,000	16.0
New York University	20	48,701	46,600	U/A	9.6
North Carolina	9	35,867	33,180	25,000	15.3
Northwestern	11	43,403	37,780	U/A	12.9
Notre Dame	8	43,771	41,400	U/A	11.9
Ohio State	9	35,100	33,414	27,540	10.3
Oklahoma	6	29,448	25,700	21,100	8.2
Oregon	3	*	*	25,000	13.3
Pennsylvania	14	44,248	44,300	26,200	14.1
Queen's (D)	4	*	*	24,780	17.5
Saskatchewan (D)	3	*	*	23,171	14.7
South Carolina	7	34,115	34,525	26,000	13.7
Southern Illinois	7	40,277	41,608	29,500	10.3
Stanford	9	50,490	49,900	33,600	25.0
SUNY Buffalo	9	39,851	40,631	24,336	14.0
Syracuse	5	29,928	31,078	28,000	9.0
Temple	9	37,250	34,472	25,000	18.0
Tennessee	5	46,589	44,902	25,000	21.4
Texas	23	34,628	29,544	24,000	13.3
Toronto (D)	5	43,124	44,334	26,505	10.2
Tulane	11	35,831	33,991	24,500	11.7
Utah	8	31,508	31,240	23,000	8.4
Vanderbilt	8	41,076	36,320	25,000	17.8
Virginia	11	45,260	45,000	26,000	15.1
Washington	12	40,499	36,720	33,000	13.8
Washington University	8	35,514	32,560	26,000	11.9
Wayne State	4	*	*	30,000	21.0
Western Ontario (D)	2	*	*	30,181	21.0
Wisconsin	12	37,075	33,317	25,452	14.6
Yale	15	47,170	42,500	30,900	15.3
York (D)	6	42,510	36,363	29,618	18.8

Salaries of directors are not included in either the average or median salary statistics. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* Salary information is not published for fewer than four individuals.

U/A - Figure unavailable.

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 31,000 and over	6 - 26,000-26,999
2 - 30,000-30,999	7 - 25,000-25,999
3 - 29,000-29,999	8 - 24,000-24,999
4 - 28,000-28,999	9 - 23,000-23,999
5 - 27,000-27,999	10 - below 23,000

Group Rank	Institution	Salary	Group Rank	Institution	Salary
1	1 Stanford	\$33,600	7	35 McGill	\$25,865
	2 Hawaii	33,312		36 Howard	25,826
	3 Washington	33,000		37 Illinois, Urbana	25,500
	4 Boston University	32,000		38 Wisconsin	25,452
	5 Georgetown	31,000		39 Arizona State	25,000
				39 Cornell	25,000
2	6 Yale	30,900		39 Florida State	25,000
	7 Columbia	30,600		39 Kentucky	25,000
	8 Western Ontario	30,181		39 North Carolina	25,000
	9 Wayne State	30,000		39 Oregon	25,000
				39 Temple	25,000
3	10 York	29,618		39 Tennessee	25,000
	11 Southern Illinois	29,500		39 Vanderbilt	25,000
	12 Connecticut	29,478			
	13 Harvard	29,376	8	48 Queen's	24,780
	14 Michigan	29,000		49 Tulane	24,500
				50 SUNY Buffalo	24,336
4	15 California, Berkeley	28,668		51 Nebraska	24,300
	15 California, Davis	28,668		52 Emory	24,000
	15 California, Los Angeles	28,668		52 Florida	24,000
	18 Arizona	28,000		52 Louisiana State	24,000
	18 Miami	28,000		52 Missouri	24,000
	18 Syracuse	28,000		52 Texas	24,000
5	21 Ohio State	27,540	9	57 Minnesota	23,508
	22 Duke	27,300		58 Alabama	23,500
	23 British Columbia	27,263		59 Georgia	23,200
	24 New Mexico	27,000		60 Saskatchewan	23,171
				61 Kansas	23,000
6	25 Alberta	26,980		61 Utah	23,000
	26 Toronto	26,505			
	27 Pennsylvania	26,200	10	63 Case Western Reserve	22,820
	28 Indiana	26,135		64 Cincinnati	21,930
	29 Colorado	26,000		65 Manitoba	21,702
	29 Houston	26,000		66 Oklahoma	21,100
	29 Iowa	26,000			
	29 South Carolina	26,000		New York University	U/A
	29 Virginia	26,000		Northwestern	U/A
	29 Washington University	26,000		Notre Dame	U/A

Canadian salaries expressed in U.S. dollars.

Beginning salary figures represent the officially designated base, not necessarily salaries of actual incumbents.

U/A - Figure unavailable.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 49,000 and over	6 - 38,000-39,999
2 - 46,000-48,999	7 - 36,000-37,999
3 - 44,000-45,999	8 - 34,000-35,999
4 - 42,000-43,999	9 - 32,000-33,999
5 - 40,000-41,999	10 - below 32,000

Group Rank	Institution	Salary	Group Rank	Institution	Salary
1	1 California, Davis	\$65,340	29	Boston University	\$37,200
	2 Stanford	49,900	30	Nebraska	36,841
2	3 California, Los Angeles	48,810	31	Washington	36,720
	4 Harvard	48,806	32	Minnesota	36,625
	5 California, Berkeley	47,124	33	York	36,363
	6 New York University	46,600	34	Iowa	36,328
			35	Vanderbilt	36,320
3	7 Virginia	45,000	36	Georgia	36,177
	8 Tennessee	44,902	37	Colorado	36,000
	9 McGill	44,636	8	38 Cornell	35,880
	10 Toronto	44,334		39 Florida	35,000
	11 Arizona State	44,329		40 Florida State	34,649
	12 Georgetown	44,300		41 South Carolina	34,525
	12 Pennsylvania	44,300		42 Temple	34,472
4	14 Columbia	43,983		43 Kansas	34,304
	15 Hawaii	43,182	9	44 Tulane	33,991
	16 Duke	43,150		45 Ohio State	33,414
	17 Yale	42,500		46 Missouri	33,401
	18 Emory	42,391		47 Wisconsin	33,317
	19 Michigan	42,141		48 North Carolina	33,180
				49 Miami	32,760
5	20 Connecticut	41,724		50 Washington University	32,560
	21 Southern Illinois	41,608		51 Louisiana State	32,313
	22 Notre Dame	41,400	10	52 Houston	31,992
	23 SUNY Buffalo	40,631		53 Utah	31,240
6	24 Indiana	39,757		54 Syracuse	31,078
	25 Alberta	39,053		55 Illinois, Urbana	31,075
	26 Cincinnati	38,245		56 Case Western Reserve	30,870
7	27 Arizona	37,784		57 Texas	29,544
	28 Northwestern	37,780		58 Alabama	28,286
				59 Oklahoma	25,700

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of medians.

Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1994

The groups of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two difference rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 49,000 and over	6 - 38,000-39,999
2 - 46,000-48,999	7 - 36,000-37,999
3 - 44,000-45,999	8 - 34,000-35,999
4 - 42,000-43,999	9 - 32,000-33,999
5 - 40,000-41,999	10 - below 32,000

Group Rank	Institution	Salary	Group Rank	Institution	Salary
1	1 California, Davis	\$57,228	6	31 SUNY Buffalo	\$39,851
	2 Stanford	50,490		32 Iowa	39,281
	3 California, Los Angeles	50,012		33 Minnesota	39,103
				34 Indiana	38,889
2	4 Georgetown	48,987		35 Georgia	38,736
	5 New York University	48,701			
	6 Harvard	48,642	7	36 Miami	37,973
	7 California, Berkeley	47,845		37 Colorado	37,299
	8 Yale	47,170		38 Temple	37,250
	9 Tennessee	46,589		39 Wisconsin	37,075
	10 Columbia	46,083		40 Cincinnati	36,370
				41 Nebraska	36,276
3	11 Michigan	45,593			
	12 Connecticut	45,300	8	42 North Carolina	35,867
	13 Virginia	45,260		43 Tulane	35,831
	14 McGill	44,838		44 Arizona	35,657
	15 Pennsylvania	44,248		45 Florida	35,605
	16 Arizona State	44,121		46 Washington University	35,514
				47 Ohio State	35,100
4	17 Notre Dame	43,771		48 Texas	34,628
	18 Illinois, Urbana	43,499		49 Louisiana State	34,615
	19 Duke	43,463		50 Florida State	34,224
	20 Northwestern	43,403		51 South Carolina	34,115
	21 Toronto	43,124			
	22 York	42,510	9	52 Kansas	33,661
	23 Hawaii	42,243		53 Houston	32,860
	24 Emory	42,172		54 Missouri	32,516
	25 Boston University	42,061		55 Case Western Reserve	32,515
5	26 Vanderbilt	41,076	10	56 Utah	31,508
	27 Alberta	40,819		57 Alabama	31,060
	28 Washington	40,499		58 Syracuse	29,928
	29 Southern Illinois	40,277		59 Oklahoma	29,448
	30 Cornell	40,183			

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of medians.

Salaries are not listed for institutions where fewer than four positions were reported.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS

FISCAL YEAR 1994

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director, Law Library	63	36	27	\$92,166	\$96,063	\$86,970
Associate Director	31	11	20	57,566	56,234	58,299
Assistant Director	32	10	22	55,013	51,920	56,419
Head, Branch	1	0	1	*	N/A	*
Functional Specialist	32	19	13	37,332	36,260	38,900
Subject Specialist	18	3	15	40,789	*	*
Dept. Head: Acquisitions	29	7	22	39,873	38,880	40,189
Reference	27	6	21	44,951	46,213	44,590
Cataloging	29	5	24	41,064	44,692	40,309
Serials	6	0	6	32,373	N/A	32,373
Documents/Maps	14	0	14	34,199	N/A	34,199
Circulation	23	6	17	37,546	33,222	39,072
Rare Books/Manuscripts	7	3	4	46,829	*	*
Computer Systems	11	6	5	38,244	37,829	38,742
Other	60	17	43	44,481	49,430	42,525
Reference: Over 14 years exp.	32	13	19	42,131	43,626	41,109
10 to 14 years exp.	20	6	14	41,500	40,870	41,771
5 to 9 years exp.	36	10	26	38,584	39,065	38,399
Under 5 years exp.	36	12	24	32,998	33,159	32,917
Cataloging: Over 14 years exp.	27	7	20	38,133	44,064	36,058
10 to 14 years exp.	16	3	13	37,053	*	*
5 to 9 years exp.	11	4	7	33,139	34,719	32,235
Under 5 years exp.	11	1	10	30,805	*	*
Other: Over 14 years exp.	15	2	13	42,440	*	*
10 to 14 years exp.	8	1	7	36,979	*	*
5 to 9 years exp.	8	3	5	36,429	*	*
Under 5 years exp.	8	3	5	28,681	*	*
All Positions	611	194	417	\$46,426	\$52,184	\$43,747

Canadian salaries converted to U.S. dollars.

* - Salaries not published when fewer than four individuals are involved.

N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY
LAW LIBRARIANS

FISCAL YEAR 1994

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director, Law Library	63	36	27	22.1	23.9	19.6
Associate Director	31	11	20	16.8	17.4	16.6
Assistant Director	32	10	22	18.6	15.6	19.9
Head, Branch	1	0	1	10.0	N/A	10.0
Functional Specialist	32	19	13	7.3	6.2	9.0
Subject Specialist	18	3	15	14.8	20.0	13.7
Dept. Head: Acquisitions	29	7	22	13.9	11.6	14.6
Reference	27	6	21	13.0	12.3	13.1
Cataloging	29	5	24	16.6	14.0	17.2
Serials	6	0	6	4.8	N/A	4.8
Documents	14	0	14	13.5	N/A	13.5
Circulation	23	6	17	10.8	7.8	11.9
Rare Books/Manuscripts	7	3	4	11.0	9.7	12.0
Computer Systems	11	6	5	11.1	10.2	12.2
Other	60	17	43	14.0	12.3	14.7
Public Services	13	5	8	12.1	11.4	12.5
Technical Services	16	3	13	12.3	3.7	14.3
Administrative Services	10	1	9	11.0	5.0	11.7
Reference	124	41	83	10.3	11.3	9.7
Cataloging	65	15	50	13.5	15.3	13.0
All Positions	611	194	417	13.7	14.1	13.5

N/A - No positions reported in this category

**TABLE 42: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1994**

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
0-3 years	72	26	46	11.8	\$32,452	\$32,176	\$32,609
4-7 years	108	38	70	17.7	36,967	39,018	35,854
8-11 years	78	24	54	12.8	41,280	41,494	41,185
12-15 years	112	27	85	18.3	46,055	48,157	45,387
16-19 years	93	29	64	15.2	51,403	63,870	45,754
20-23 years	72	17	55	11.8	56,014	75,448	50,008
24-27 years	44	12	32	7.2	58,423	62,125	57,034
28-31 years	15	9	6	2.5	68,694	77,594	55,344
32-35 years	8	8	0	1.3	68,903	68,903	N/A
over 35 years	9	4	5	1.5	77,046	94,606	62,998
All Positions	611	194	417		\$46,426	\$52,184	\$43,747

Canadian salaries converted to U.S. dollars.

N/A - No positions reported in this category.

ARL SALARY SURVEY 1993

Questionnaires and Instructions

ARL SALARY SURVEY 1993
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.
2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 1-2-3 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]
3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.
5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.
6. The salary figures should be straight gross salary figures. **Do not include fringe benefits.**
7. Salary figures should be reported in digits only; do NOT use "\$" or "," (e.g., 25470, not \$25,470).
8. All numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.
9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.
10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so **ARL will NOT be able to supply a copy of your institution's complete file next year.**
11. The questionnaire should be returned to the ARL Office by August 31, 1993. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey **and a printout of the data file. Be sure to keep a complete copy of your return, including the diskette, for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the completed fiscal year 1992-93, as well as the current fiscal year, 1993-94. Please note that you do not need to report the salary figures for the previous year (1992-93) *unless* there has been substantial revision.
2. Please include the Beginning Professional Salary, Median Salary, and Average Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.
3. **Question 1.** The Beginning Professional Salary is the salary that would be paid to a newly-hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.
 - a) Please consult the published survey for 1992. Was the reported figure for Beginning Professional Salary accurate for the fiscal year **1992-93**, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.
 - b) Please report the **1993-94** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1993. Do not delay returning your survey in the expectation that more information will be available later; revisions can be reported next year.
4. **Question 2.** The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them. The salary of the library director should not be included in the determination of the median.

Your library's Median Professional Salary for 1992-93 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the **1992-93** salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1992-93 median salary in your library) please supply an updated figure.
5. **Question 3.** The Average Salary is calculated from the total of all professional salaries in the institution. If the **1992-93** salaries in your institution were substantially revised since last year's survey, please calculate and report a revised figure. Do not include the salary of the director when calculating the average.
6. The 1993-94 Average and Median Salary figures will be calculated by ARL from the individual data supplied.
7. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1993-94. Information on sex, minority status, rank, and years of experience is requested for filled positions. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer.
2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.
3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

If you are reporting on paper forms only, list information for individuals in separate law or medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for law or medical library staff.

The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating law and medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in Lotus 1-2-3 or Microsoft Excel formats. They are labeled as follows:

	<u>Lotus 1-2-3</u>	<u>Excel</u>
General	ARL3xxxx.WKS	ARL3xxxx.X1
Law	LAW3xxxx.WKS	LAW3xxxx.X1
Medical	MED3xxxx.WKS	MED3xxxx.X1

xxxx = Library identification number; see label on the enclosed diskette. The file names this year have a "3" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labelled as follows:

<u>Name/ID#</u>	<u>LibID</u>	<u>Page</u>	<u>Line</u>	<u>Salary</u>	<u>Job</u>	<u>Sex</u>	<u>OEOcat</u>	<u>Yrsexp</u>	<u>Rank</u>
-----------------	--------------	-------------	-------------	---------------	------------	------------	---------------	---------------	-------------

The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries *as they exist* on July 1, 1993. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "\$" or "," in reporting in figures (e.g., 25470, not \$25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSE	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, <u>except</u> reference librarians
TECH	Technical Services, non-supervisory, <u>except</u> catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively, or V if the position is vacant.

Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

- 1 Black
- 2 Hispanic
- 3 Asian or Pacific Islander
- 4 American Indian or Native Alaskan
- 5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.
10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

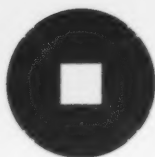
If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

- | | |
|-----|---|
| 0 | A rank normally occupied <u>solely</u> by the library director and/or assistant and associate directors. |
| 9 | Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank. |
| 1 | Lowest level in the rank structure. |
| 2 | Next highest level in the rank structure. |
| 3-8 | Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors). |

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.



ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1993
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	Beginning Professional Salary			
3				
a.	If 1992-93 salary reported last year has been revised, please report correct 1992-93 beginning professional salary:	_____	_____	_____
b.	Beginning professional salary for 1993-94 .	_____	_____	_____
2.	Median Professional Salary			
	If salaries reported last year have been substantially revised, please report correct 1992-93 median professional salary.	_____	_____	_____
3.	Average Professional Salary			
	If salaries reported last year have been substantially revised, please report correct 1992-93 average professional salary.	_____	_____	_____

(Note: ARL will calculate the **1993-94 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

4. **Footnotes** (Please compare with footnotes from surveys of previous years.)

- a. Figures includes salaries for main campus only.

_____ Yes

_____ No

_____ We have only one campus.

- b. Other libraries not included:

- c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

- d. Other comments:

Please return the Salary Survey questionnaire to the
ARL Office by **August 31, 1993**.

ARL SALARY SURVEY 1993
University Library Questionnaire

Part II: Individual Data

Office Use Only	

CONFIDENTIAL

**DETACH BEFORE
MAILING FORM
BACK TO THE
ARL OFFICE**

Reporting Library _____

Sheet Number _____

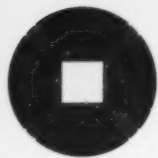
☐ Check here if this sheet is
for Medical Library only

☐ Check here if this sheet is
for Law Library only

Staff Member name or i.d.	Seq. No.	Salary July 1, 1993 (See Instructions)	Position Code (See instructions)		Sex (M or F)	Minority Status Code (See instructions)	Total Years Prof. Exper.	Rank Code (See instructions)
				leave blank				
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
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	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1993
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.
2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or the salary level at which the position is most likely to be filled.
3. Report 1993-94 salaries *as they exist* on July 1, 1993. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within \$100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.
4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.
5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.
6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.
7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.
8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.
9. The salary figures should be straight gross salary figures. Do not include fringe benefits.
10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.
11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.
12. The questionnaire should be returned to the ARL Office by **August 31, 1993.**



ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1993
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1992-93 and 1993-94.
2. Median professional salary in fiscal year 1992-93. _____
3. Median professional salary for for fiscal year 1993-94. _____
4. Beginning professional salary in 1992-93. _____
5. Beginning professional salary for 1993-94. _____
6. Footnotes (Please compare with footnotes from surveys of previous years.)
 - a. Law Library salaries are included.
_____ Yes _____ No _____ We do not have a Law Library.
 - b. Medical Library salaries are included.
_____ Yes _____ No _____ We do not have a Medical Library.
 - c. Branch libraries not included:

7. Other comments:

Please return this form to the ARL Office by August 31, 1993.

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1992-93 and 1993-94.

Salary Range	Number of Positions	
	1992-93	1993-94
\$150,000 or more		
140,000 - - - 149,999		
130,000 - - - 139,999		
120,000 - - - 129,999		
110,000 - - - 119,999		
100,000 - - - 109,999		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by August 31, 1993.

FOOTNOTES TO THE 1993 ARL ANNUAL SALARY SURVEY

ARIZONA	Excludes the State Museum Library, but includes the Architecture Library.
AUBURN	Library now uses three rank step structure.
BRITISH COLUMBIA	Excludes the Management Research Library.
BROWN	Includes the John Carter Brown Library.

CALIFORNIA: All University of California campuses are experiencing a partial salary rescission during FY94. The reduction of salary for all personnel will occur in two stages, for a year long average of 3.5%. By the end of the Fiscal Year, salaries again will be back at the June 30, 1993 level. Because of the several stages of salary reduction in effect during the year, the full (100%) salaries of University of California staff have been used to calculate salary statistics in this year's report.

CALIFORNIA, BERKELEY	Excludes special or institute libraries that are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Chicano Studies and other ethnic studies, and Water Resources Archives.
CASE WESTERN	Includes staff in the Library Information Technologies Department.
CINCINNATI	Includes Walters and Clermont Technical College libraries.
CORNELL	Excludes Medical Library.
DELAWARE	Excludes the salary of the Director of Libraries, and the salaries of staff not administratively reporting to the Director.
DUKE	Excludes the Fuqua School of Business Library.
EMORY	Includes salaries for staff at the Oxford Campus. All salaries effective September 1, 1993.
FLORIDA STATE	Excludes the Development Research School library.
GEORGETOWN	Excludes the Kennedy Institute of Ethics library.
HARVARD	Includes all libraries on the Boston and Cambridge campuses and the Schlesinger Library of Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy; the Center for Hellenic Studies, and the Dumbarton Oaks libraries in Washington, DC.
HOUSTON	Excludes the Clearwater Lake, Downtown, and Victoria campuses libraries. All salaries are effective September 1, 1993.
ILLINOIS, CHICAGO	The Beginning Salary for tenure track positions is \$28,000. All salaries are effective September 1, 1993.

INDIANA	Excludes Indiana University East, Fort Wayne, Kokomo, Northwest, Southeast, and South Bend campus libraries. Also excludes the Art, Columbus, Science and Engineering, and professional school libraries.
JOHNS HOPKINS	Excludes the Applied Physics Laboratory and the School of Advanced Studies in Bologna, Italy.
KANSAS	Excludes the School of Medicine in Wichita.
KENTUCKY	Excludes Community College libraries.
LINDA HALL	Salaries are for calendar year 1993.
MICHIGAN	Excludes the Business Administration, Bentley, Clements, and Gerald Ford libraries.
NEBRASKA	Salaries effective January 1, 1994.
NEW MEXICO	Excludes the Gallop, Los Alamos, and Valencia branch campus libraries, the Taos Education Center, and the Harwood Foundation libraries.
NEW YORK PUBLIC	Excludes neighborhood branch libraries.
NORTH CAROLINA	Excludes the Institute of Government library.
NORTHWESTERN	Excludes the Dental Library.
OHIO STATE	Includes Ohio Agricultural Technical Institute and four regional campuses.
OKLAHOMA STATE	Includes the Oklahoma City and Okmulgee branch campuses.
PITTSBURGH	Excludes Law and Medical libraries and Bradford, Greensburg, Johnstown, and Titusville regional campuses.
PRINCETON	Includes Forrestall campus.
ROCHESTER	Includes the Sibley Music and Miner Medical libraries.
RUTGERS	Excludes the Institute of Management and Labor Relations, Center for Alcohol Studies, and the Camden and Newark Law libraries.
SOUTHERN CALIFORNIA	Excludes Dental, Law, and Medical libraries.
SOUTHERN ILLINOIS	Excludes the papers of the Ulysses S. Grant Association.
SUNY - STONY BROOK	Excludes Health Sciences.
TEMPLE	Non-administrative salaries are for 44 week contracts.
TEXAS	Excludes the Humanities Research Center.
TEXAS A&M	Excludes the Medical and College of Geosciences libraries.
TORONTO	Excludes federated and affiliated libraries.

TULANE	Excludes the Regional Primate Center.
WAYNE STATE	Includes the Reuther Library of Labor and Urban Affairs.
WESTERN ONTARIO	Excludes Affiliated College libraries.
YALE	Excludes the British Art Center.



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